

**Position Title:** Nature-Based Educator  
**Status:** Hourly, Full-Time  
**Reports To:** Education & Outreach Director  
**Begins:** October 2026



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## POSITION PURPOSE

Under the supervision of the Education & Outreach Director, the **Nature-Based Educator** serves as a member of the education and outreach team who has a diverse set of responsibilities - mainly: presenting programs; providing ambassador animal care & enrichment; overseeing volunteers & interns; and supporting department marketing and outreach efforts.

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## I. POSITION RESPONSIBILITIES

### Percent of Role

### A. Programming & Events

**35%**

- Responsible for presenting 5-6 public programs per week - both on and offsite.
- Researches and remains current on wildlife natural history, ecology, management practices and CFW statistics relevant to programming.
- Implement educational elements of events and partnerships throughout the year.
- Supports programs & events through marketing and outreach efforts.
- Front desk: welcoming visitors, answering phones & taking admission fees.
- Facility: keeping all educational areas clean and tour ready for visitors and programs.

### B. Ambassador Animal Care & Enrichment

**35%**

- Keeps ambassadors healthy & safe via: daily cleaning, feeding, weighting and enrichment; safety and wellness checks of enclosures and travel boxes; notifying supervisor of ambassador changes or issues
- Trains with senior staff on handling of appropriate animal ambassadors
- Assists with facilities and habitat improvements for animal ambassadors
- Regularly supervises interns and volunteers to achieve best animal care possible.
- Leads public workdays to carry out “deep-cleaning”, repair, and enrichment projects

### C. Education & Outreach Administration & Promotion

**20%**

- Attends and contributes to weekly team meetings
- Supports program bookings, tends to educational calendars for programming & events
- Creates content and supports marketing for public programs and events
- Supports curriculum development and evaluation

### D. Organization-Wide Support, Duties, and Expectations:

**10%**

- Establishes rapport with diverse range of staff, interns, volunteers, and constituents
- Operates as part of the CFW team; helps support and foster a positive work culture
- Communicates daily with supervisor and peers; & actively participates in all meetings
- Maintains a growth mindset, critical thinking and problem solving processes with coworkers
- Maintains dignity and self-control in difficult situations
- Provides support for fundraising activities and helps identify, cultivate, solicit donor prospects
- Ensures completeness, accuracy, and timeliness of operational functions
- Remains up to date with organizational policies, protocols, messaging and handbook
- Recommends initiatives and changes to improve quality and services and job areas
- Prepares progress reports, inform supervisor of project status and deviation from goals
- All other duties as assigned

## **II. QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **III. KNOWLEDGE, SKILLS AND ABILITIES**

1. Excellent interpersonal and communication skills
2. Actively growing knowledge of New England Wildlife - range, diets, habitats, current challenges, ecology, research, and management practices.
3. Incorporates stories, statistics, current wildlife challenges, etc. in spoken and written word
4. Presents professional, engaging info & stories; responds to questions from staff & public.
5. Ability to define problems, collect data, establish facts, and draw valid conclusions.
6. General knowledge of animal husbandry and medicine.
7. Ability to work independently; stay well-organized and manage time effectively.
8. Ability to have cooperative working relationships in a diverse, multicultural environment
9. Proficient or willing to learn: Google Suite, Constant Contact, Canva, Adobe, Altru (Blackbaud)
10. Understanding of env. ed. pedagogy, along with state and federal curriculum standards.
11. Able to work on feet for 8+ hrs, lift up to 30 pounds, and safely restrain raptors & mammals.

## **IV. EDUCATION AND/OR EXPERIENCE**

1. Combo of education and experience required performing the duties of the assigned position.
2. BA / MS from a four-year college or university and a minimum of 2 years experience in conservation medicine / education or related field required.
3. Degree in Wildlife Ecology/Biology, Environmental Conservation, or a related field preferred.
4. Previous Outreach/Marketing experience (especially using social media channels) preferred.

## **V. COMPENSATION & BENEFITS**

### **A. Employee is eligible for all professional staff benefits including:**

1. Observation of 11 paid holidays
2. Accrued PTO
3. 65% contribution to Health Insurance Plan
4. IRA with 3% salary match (after 12 months of employment)
5. Travel Reimbursement
6. Annual Workshop/Conference Stipend

### **B. Compensation:**

1. Hourly pay, \$18 per hour, not to exceed 40 hours per week. One weekend day per week is required (Tues-Sat schedule). Occasional evening events may be required as well.
2. Annual performance reviews are performed by the Education & Outreach Director and the Executive Director, and merit-based raises may be eligible depending on annual budget and ability to successfully meet or exceed education budget.
3. Position scope and compensation designed for growth should the employee demonstrate consistent results.

**To Apply: Please email a cover letter, resume and 3 professional references to [staffing@thecenterforwildlife.org](mailto:staffing@thecenterforwildlife.org)**