



Position Description:	Nature Based Educator- Schools and Library
Lead	
Status:	Full-time hourly/Permanent: 40 hours/week
Reports to:	Education and Outreach Director (EOD)
Date created:	1/5/2024

POSITION PURPOSE

Under the supervision of the Education and Outreach Director, the **Nature Based Educator- Schools Team Lead (NBE-STL)** assists with presenting, promoting, creating displays and materials, administrative support, and ambassador care and enrichment for the Education Program. The **NBE-STL** is also responsible for training, mentoring and engaging Education Program volunteers and interns, along with representing CFW and providing tours and attending fundraising events where appropriate. The **NBE-STL** serves as a member of the CFW team and will provide the EOD with support in all aspects of the Education program as needed.

I. ESSENTIAL POSITION RESPONSIBILITIES

Priority Weight Assigned

Under the direction and supervision of the EOD:

A. Education and Outreach Tours, Presentations, and Special Events:

85%

- a. Present on and off-site nature based educational programs, field trips, tours and workshops
- b. Oversee holiday and summer camps (outside of regular school year) including curriculum and supervision of interns, volunteers, and seasonal staff
- c. Be trained and comfortable assisting with front desk as needed; including welcoming visitors, answering phone calls, and accepting admission fees
- d. Track education programs for reporting and permitting
- e. Lead education and outreach interns/volunteers on daily tasks, projects, and relevant educational programming
- f. Assist in upkeep and cleanliness of all public areas indoors and outdoors
- g. Attend all major fundraising events, assisting with set-up and break down, presentations, assisting volunteers, etc.
- h. Research and remain current on wildlife natural history, ecology, impacts of climate change, management practices, and CFW statistics relevant to CFW programming, and ambassador care and handling training.
- i. Participate in supervising and leading private booking programming (birthday parties etc.) as needed
- j. Keep educational totes, displays, etc. neat, organized, inventoried, and stocked with proper paperwork as well as developing novel, innovative and effective hands on materials per annual review
- k. Keep front desk education paperwork neat, stocked and up to date
- l. Assist with marketing support as needed by the Marketing and Outreach Coordinator via photo documentation and program descriptions
- m. Assist Marketing and Outreach Coordinator and Development Team with Adoption and Membership promotion; ie: understanding offerings and benefits and sharing at presentations and events
- n. Understands programming goals and reports to supervisor on ideas, projections and potential shortfalls weekly and monthly

B. Ambassador Care

10%

NATURE BASED EDUCATOR- SCHOOL TEAMS LEAD

- a. Work with education and medical clinic teams to ensure that all permanent ambassador's enclosures are maintained according to the care and enrichment guide and CFW standards.
- b. Ensure that all travel boxes are clean and safe and up to specifications according to USDA permits
- c. Notify wildlife specialists of any observations of animal ambassadors or changes in enclosures or travel boxes according to the ambassador communication process
- d. Train with EOD on appropriate handling of animal ambassadors and husbandry and enrichment
- e. Assist with maintaining clean and safe jesses and anklets for raptor ambassadors
- f. Assist medical clinic staff with monitoring of ambassador weights
- g. Assist Facilities Coordinator with necessary facilities improvements for animal ambassadors
- h. Assist in leading public workdays to carry out “deep-cleaning”, repair, and enrichment projects.

C. Organization-Wide Support, Duties, and Expectations

5%

- a. Attends conferences and corresponds with other educators in order to keep knowledge current and CFW standard of programming on par with best practices in the industry and according to CFW’s strategic goals
- b. Attends meetings and participates on CFW committees as necessary
- c. Assists in the promotion of CFW programs and events
- d. Works with other departments to coordinate workflow and activities to ensure a seamless operation
- e. Identifies and determines cause of roadblocks; develops and presents recommendations for improvement of identified roadblocks
- f. Maintains contact with stakeholders and solicits feedback for improved services
- g. Maximizes productivity through use of appropriate tools; utilizes resources that create timely and efficient workflow
- h. Prepares progress reports, informs supervisor of project status and/or deviation from goals; prepares activity/workload analysis reports for management guidance as needed
- i. Ensures completeness, accuracy, and timeliness of all operation functions
- j. Operates as part of the CFW team
- k. Establishes rapport with diverse range of staff, interns, volunteers, and constituents
- l. Maintains dignity and self-control in difficult situations
- m. Assist Marketing and Outreach Coordinator and Development Team with mailings and producing marketing materials as needed
- n. Assist with writing newsletter or education website updates as requested
- o. All other duties as required

I. 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:

1. Knowledge of native species and their natural histories
2. Ability to follow directions
3. Physically fit to work on feet for 8-10 hours, lift up to 30 pounds, and safely restrain large raptors and mammals
4. Excellent interpersonal and communication skills
5. Experience motivating and training volunteers and interns
6. Strong organizational skills for coordinating the multiple functions and planning
7. Computer literate
8. Able to maintain confidential information
9. Strong emotional intelligence and self awareness

II. KNOWLEDGE, SKILLS AND ABILITIES

1. Specific knowledge of New England Wildlife- range, diets, habitats, current challenges, research, and management practices.
2. Ability to incorporate stories, statistics, current wildlife challenges, etc. in spoken and written word.
3. Ability to effectively and professionally present engaging information and respond to questions from staff, the general public, and program participants.
4. Ability to define problems, collect data, establish facts, and draw valid conclusions.
5. General knowledge of animal husbandry and medicine.
6. Ability to work independently, anticipate roadblocks and present solutions to supervisor and team
7. Highly organized and proficient in time management.
8. Requires ability to effectively establish and maintain cooperative working relationships within a diverse, multicultural environment.
9. Proficient in Microsoft Excel, Word, and knowledge of or ability to learn Altru, Little Green Light, and Constant Contact Software.
10. Ability and desire to keep customer service front-of-mind
11. Ability and desire to help volunteers and interns achieve their training goals and objectives

III. WORKING CONDITIONS

Extended work hours periodically required. Work is subject to inflexible deadlines.

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by incumbents of this job. Incumbents may be requested to perform job-related tasks other than those specifically presented.

Work Schedule: 40 hours per week (including at least 1 weekend day per week)

IV. EDUCATION AND/OR EXPERIENCE

BA / MS from a four-year college or university in the fields of environmental education, environmental science, wildlife ecology, biology, or zoology preferred. 1-2 years of experience in environmental education required. Classroom management experience is a plus. Experience working at a non-profit and experience with summer or seasonal holiday camps is desired but not required. Combination of education and experience required performing the duties of the assigned position. Candidates with a naturalist background or certification ideal.

Annual performance reviews are performed by the Education and Outreach Director and Executive Director, and merit-based raises may be eligible depending on annual budget and position's ability to successfully meet or exceed education budget.

Employee Name: _____

Employee Signature: _____ **Date:** _____