



## Audubon Canyon Ranch

Connecting nature, people, and  
science for a more resilient world.

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**Job Title:** Bilingual Environmental Education Specialist

**Date:** 03/19/24

### Job Description

Audubon Canyon Ranch seeks a creative and enthusiastic environmental educator and outdoor leader to design, manage, and implement relevant and impactful programs for youth and adults. We are looking for an individual who has experience leading culturally relevant programming and building authentic partnerships. The ideal individual is creative, collaborative, a skillful naturalist, and brings joy to their work.

Audubon Canyon Ranch recently adopted a new [5-year strategic plan](#), and this new team member will take a critical role in helping to determine how Audubon Canyon Ranch will activate our new Empowered and Inclusive Communities Initiative. They will collaborate closely with colleagues, partners, and others to integrate vital conservation science and applied stewardship with environmental education to create compelling and ecologically impactful learner outcomes.

Audubon Canyon Ranch is actively striving to diversify our workforce and seeks applicants from all backgrounds, abilities, cultures, orientations, identities, and communities.

### Responsibilities

- Cultivate an inclusive learning environment by delivering culturally relevant content by presenting multiple and balanced perspectives and connecting instruction to participants' lives and community.
- Lead, train, and coach volunteers to guide hands-on, experiential learning in outdoor settings.
- Use a student-centered approach to facilitate interactive environmental education lessons and activities.
- Support coordination and implementation of school programs at Bouverie Preserve in Glen Ellen, California.
- Cultivate and tend long-term strategic partnerships and customize programs that honor the backgrounds and needs of each group.
- Support education initiatives across programs, preserves, and the greater organization.
- Work creatively and collaboratively with science and stewardship teams to support new ways of integration with education programs.
- Approach and implement work through a lens of Diversity, Equity, Inclusion, and Justice.
- Support School Program scheduling and serve as a liaison for participating teachers.
- Work collaboratively with the Education Team to design and provide volunteer training.
- Serve as a storyteller and education ambassador to support organizational communications and fundraising.
- Maintain current knowledge of natural history phenomena, trail conditions, and effective, inclusive environmental education techniques.
- Other duties as requested.

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|------------------------------------|--|--------------------|---|
| <b>Job Location:</b>               | Bouverie Preserve<br>Glen Ellen, CA  | <b>Supervisor:</b> | Director of Education   |
| <b>Working Conditions:</b>         | Weekend work required  | <b>Supervises:</b> | Volunteers  |
| <b>Degree/Years of Experience:</b> | Bachelor's degree in environmental education, biology, or related field<br>OR minimum three years of related experience required | <b>Other:</b>      | Valid California driver's license<br>Current standard first aid and CPR certification (may be obtained within first 3 months of employment) |
| <b>Employment Status:</b>          | Regular, full time, salaried, exempt   |                    |   |

### Required Skills and Qualifications

- Three or more years' experience in developing and leading nature-based environmental education programs or similar.
- Solid understanding and proven practice of teaching effective environmental education techniques; interest in improving teaching skills plus the ability to develop and present programs and workshops.
- Knowledge of natural history, ecology, conservation science, and a passion to learn.
- Bilingual or experience working with people who speak English as a second language.
- Consistent track record of professional, competent, friendly, and culturally sensitive interactions with all stakeholders.
- Experience managing, training, supporting, and/or organizing volunteers.
- Proven ability to establish and maintain reciprocal partnerships and collaboration with groups, organizations, and others.
- Demonstrated commitment to bringing Diversity, Equity, Inclusion, and Justice into program planning and implementation.
- Lived experience as or experience working with people of color, Indigenous People, people from low-income communities, people from immigrant communities, people who are gender non-confirming or non-binary, people who are LGBTQIA+, and other groups that are impacted by the historic and current system of oppression that has prevented them from having access to natural landscapes and/or environmental education experiences.
- Ability to exercise sound judgement, employ proper safety measures, think on your feet, and problem solve.
- Initiative-taking and able to work independently, with a strong cooperative spirit, flexibility, tact, patience, and organizational skills.
- Excellent English written and oral communication skills.
- Proficiency with PC computers and Acrobat Pro, MS Office applications, SharePoint, Word, Excel, Outlook, Access, and Power Point, and/or ability to pick up new platforms and software applications quickly.

**Essential Physical Requirements:**

Ability to comfortably and safely hike and lead others up to five miles over uneven terrain in a variety of weather conditions; supervise overnight programs, recognize and respond to emergency situations; work in varying weather conditions; carry a 25-pound pack; drive vehicles, sit, stand, walk, bend, kneel, occasionally lift and carry up to 40 pounds; frequently and repetitively use hands (keyboarding), vision, hearing, speech/language processes; use computers/iPads, binoculars, hand lenses, spotting scopes, and other technological equipment; telephone.