

# Job Posting

## The Institute

We are hiring:

### Environmental Educator/Naturalist

*Immediate Supervisor:* Director of Education

Open until filled

#### Overview

The Institute is a non-profit organization serving the region with outdoor programming in environmental and cultural education, and a wide variety of family events. Activities are conducted at various parks and natural areas around the greater Waynesboro area.

***The mission of The Institute is to guide the people of the Cumberland Valley region to become stewards of their natural and cultural worlds.***

To achieve its mission, The Institute:

- provides curriculum-based environmental and cultural education to elementary and secondary school children,
- supports and conducts research about natural and cultural history,
- provides opportunities for adults to learn about the nature and culture of the region and the world,
- presents programs that inform and entertain the community.

#### JOB SUMMARY

The environmental educator is responsible for delivering established programs of The Institute at the K–12 grade levels and developing creative new programs into the future. The primary role of this position is to work outdoors with school groups and the general public.

The educator must work in cooperation with co-teachers, administrators, volunteers, interns, and all other personnel of The Institute.

**Availability:** Position is part-time, year-round. Educator is expected to attend training sessions and regular staff meetings and to teach 3–5 days/week (includes occasional evenings and weekends).

#### Duties and Responsibilities

- I. Share our region's rich heritage, stories and landscape to inspire and engage stewards of the natural and cultural world.
- II. Teaching Requirements
  - Teach and develop educational programs designed for K–12 grade children related to The Institute's environmental and cultural education series. Faculty members assist in the development of educational objectives, course descriptions, activities and materials lists, acquisition and maintenance of appropriate instructional materials and props.
  - Lead nature programs for the general public.
  - Teaching of programs includes: site preparation, setting up materials/props, student instruction, taking down materials/props and returning to storage.



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### Duties and Responsibilities, *continued*

#### III. Administrative

- Attend meetings of The Institute as requested.
- Assist in the development of The Institute's long-term educational goals.
- Participate in program evaluations.
- Provide budget estimates for program development (equipment, materials, props, staff time) as requested by the administrative team.
- Perform other activities within the scope of The Institute's educational programs as needed.

### Required Knowledge, Skills and Abilities

- Knowledge of age-appropriate activities pertaining to environmental/nature education for teaching K–12 grade students and adult groups.
- Knowledge of innovative lesson planning.
- Knowledge and experience with local flora, fauna, and natural history for teaching in an outdoor environment.
- Knowledge of safety requirements pertaining to teaching in the outdoors.
- Ability to respond appropriately to an emergency or a crisis situation.
- Professionalism, excellent leadership, organizational and interpersonal skills.
- High energy and the ability to work well with others (staff, children, visiting teachers and parents, and the general public) and to foster a team environment.
- Good judgment, tact, and courtesy in dealing with the public.
- Attention to detail, good problem solving skills and flexibility.
- Ability to work without direct supervision.
- Strong oral and written communication skills. Grant writing experience is a plus.
- Experience working with Microsoft Office, PowerPoint and Excel is a plus. Strong email communication skills (group emails, prompt replies).

**Compensation:** Based on professional experience and credentials.

**Benefits and Perks:** Paid training, professional development opportunities, membership/affiliation with professional organizations, supportive workplace culture, the opportunity to contribute to community quality of life and stewardship of our natural and cultural worlds.



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# Job Posting

## The Institute Environmental Educator/Naturalist

### Professional Requirements for Environmental Educator:

- I. Bachelor's degree from an accredited college or university in education, recreation and parks, interpretation, ecology, field biology, environmental studies, or related field.
- II. Certification in science or environmental education K–12 preferred.
- III. Experience with nature-based programming and education in non-traditional settings (nature center, forest school, camps, parks, etc.), or extended classroom outdoor experiences (Envirothon, etc.), preferably including public interaction, program development. Two years preferred.
- IV. Demonstrated interest in conservation and environmental education.
- V. Must have or be willing to obtain pediatric and adult CPR/AED/first aid certification.
- VI. Must have current FBI background check, Pennsylvania child abuse clearances.

### Physical Requirements

*Teaching outdoors requires a reasonable level of physical fitness. Educator must be able to:*

- walk long distances and pull garden carts with props and supplies over a variety of surfaces and rough trails through the course of a full day.
- stand for extended periods of time, sit, kneel, stoop, crawl, twist, reach above head, climb stairs or ramps, and carry up to 25 lbs.
- be outside most of the day, during all weather conditions.

### Ideal Candidate

The ideal candidate has a love and knowledge of nature and the outdoors and enjoys teaching students of all ages. The candidate has excellent teaching skills, nurturing students in a gentle and positive manner. Additionally, the candidate embraces the mission of The Institute, is a seasoned professional with leadership experience in environmental education, and functions very effectively as a member of a collaborative teaching team. Organization, reliability, flexibility, and a love of being in nature are key to the role.

**To Apply:** Email the following to: [info@NatureAndCultureInstitute.org](mailto:info@NatureAndCultureInstitute.org)

- Cover letter
- Resume
- Three references

**Please note:  
No phone calls or  
walk-in inquiries.**

*The Institute is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.*

