



Job Title: Environmental Educator
Employer: Thorne Nature Experience (Thorne); Boulder, CO
Job Status: Full Time, Exempt Employee
Reports to: Program Manager- School Programs
Salary: \$30,000
Benefits: Health and Dental
Paid Time Off (Vacation, Sick Leave, and Holidays)
Additional time off optional (with prorated salary of \$27,750)

Application Deadline: Open until filled

Application Process: Additional information available at <http://thornenature.org/get-involved/employment/>. Questions regarding the position can be directed to paul@thornenature.org; and will be responded to within 3 business days. To apply, please a letter of interest, resume, or information about yourself to paul@thornenature.org.

Thorne Mission and History:

Thorne Nature Experience is a non-profit organization that is committed to building Earth stewardship by providing youth with joyful, hands-on, place-based environmental education experiences that foster an emotional connection to nature. Thorne believes in discovery, exploration, and a connection to the natural world. Founded in 1954, Thorne has a rich history and has reached more than 300,000 children and adults through its Summer Camp, School Programs, Community Programs, and Nature For All Initiative.

Expectation for All Employees:

Support the Thorne mission and exhibit a commitment to:

- Working collaboratively, with integrity and respect for fellow employees, associates, and our communities
- Embracing personal responsibility and accountability for your job
- Engage in employee trainings, team culture building, and organizational DEI practices from an authentic and personally meaningful place.

Job Purpose:

The Environmental Educator will act as an Instructor to teach and support Thorne's In-School, After School, Field Trip, Summer Camp, and Community Programs (like birthday parties), and will provide other program support. Programs typically and currently run in-person but do incorporate elements of virtual modalities.

Principal Responsibilities:

Note: the responsibilities listed below are typical for a Thorne educator. Until the return to normal operations, the responsibilities may be adapted but still fall under these general categories.

- Teach In-School and After School Programs, including up to 5 programs/day, 4 days/week throughout the school year (*In-person and virtual*)
- Assist in the development and implementation of community programs to support low-income and Latinx populations of the Lafayette, CO area in accessing more time outside
- Maintain and foster personal nature connection and participate in group nature connection modalities
- Act as a back-up Instructor for programs as needed
- Assist Programs Manager- Volunteer and Field Trip, in training interns for BVSD and SVVSD 2nd grade Field Trip programs as needed
- Teach Special Programs (like birthday parties) as needed, up to 2 programs per month
- Assist with curriculum development and evaluation for programs as needed or time permits
- Assist with supply management as needed or time permits
- Assist with trainings for new education staff
- Participate in Thorne Nature Experience special events and outreach activities as needed or schedule permits
- Create mini-Books for In-School programs taught if volunteers aren't able to
- Serve as an Instructor for all weeks of Summer Camp (except for one vacation week)

Desired Outcomes:

- Exceptional teaching of In-School, After School, Field Trip, Summer Camp, and Special Programs
- Continue achieving 90% or better positive rating of In-School Program's ability to teach to school district standards and prepare students for CMAS testing
- High level engagement of volunteers and interns in education programs
- High level engagement of Lafayette community families and children
- High level of engagement and assistance in areas of curriculum development, evaluation, and programmatic support as needed
- High level of engagement in personal and professional growth opportunities
- High level of engagement as a member of the Thorne Nature Experience Team

Job Interrelationships:

- Thorne Staff and Instructors- Thorne educators strive to build interpersonal relationships with one another based on job duties and personal nature connection
- School Staff (teachers, principals, and resource room facilitators)- educators are expected to maintain classroom and group management to the standards of Thorne school partners
- Students – educators should model the same enthusiasm expected of their students while also utilizing a variety of teaching and inclusiveness techniques for a variety of learners
- Volunteers and Interns
- Community Partners and General Public

Desired Skills and Abilities:

- Passion for nature and the outdoors
- Experienced Instructor, especially in an informal and outdoor setting
- Strong communication skills with adults and children
- Good knowledge of Colorado ecology and natural science
- Understanding of Social Emotional Learning techniques preferred



- Good organizational skills and ability to handle multiple tasks and roles, patiently and professionally
- Proficient with MS Office suite (Word, Excel, and Outlook) and Google Drive
- Experience relating to and communicating with diverse audiences, especially Mexican American participants and families preferred
- People of Color encouraged to apply
- Bi-lingual in Spanish and English strongly desired

Desired Behavioral Traits and Attitudes:

- Team player, fun, outgoing, passionate, empathetic, efficient, organized, creative, resourceful, critical thinker, results-oriented, and self-motivated. Passionate about Thorne’s mission and environmentally concerned and aware.

Minimum Qualifications:

- Must be 18 or older
- A minimum of 460 hours of environmental education experience with elementary-aged children preferred.
- Bachelor’s degree in Environmental Education, Environmental Studies, Education or related field. In place of degree, 3+ years of relevant experience working with youth or low-income communities accepted.
- Background check and fingerprints submitted and cleared by the Colorado Department of Human Services (Thorne helps and pays for this).
- Current First Aid, CPR, and Standard Precaution trainings (Thorne will provide if needed).

Special Requirements:

- Must have a personal car and be willing to drive to programs at various locations
- Must have a flexible schedule to permit for driving time and varied teaching calendar
- Teach at least ten weeks of Summer Camp
- Additional time may be required as necessary, including occasional weekend and evening work and long hours.

Inclusiveness Statement:

Thorne believes that, to remain relevant as an organization and ensure access to joyful, hands-on, place-based Environmental Education experiences for all youth, its programs, leadership, and participants must reflect the range of diversity, culture, and unique differences in our community.

Anti-Discrimination Statement:

Thorne Nature Experience is an equal opportunity organization. Thorne Nature Experience does not discriminate on the basis of race, color, religion (creed), gender, age, national origin (ancestry), physical or mental disability, marital status, sexual orientation, gender variance or expression, or military status, in any of its activities or operations. This Anti-Discrimination Policy applies to, but is not limited to, hiring and firing of staff, selection of volunteers, selection of Board Members, selection of vendors, and provision of services.

