



Job Title: Nature for All Director
Reports to: Executive Director
Supervises: Managers, Coordinators, and Community Liaisons w/in NATURE FOR ALL and Diversity Equity and Inclusion Teams
Job Status: Full-time
Salary: \$55,000-\$80,000 inclusive of annual bonus and depending on experience
Benefits: Health and Dental, 403B, Short and Long-term Disability Insurance, Life and AD&D insurance, Generous Paid Time Off (Vacation, Sick Leave and Holidays), Dependent Care Assistance Plan, Health Savings Account

Job Purpose: The Nature for All Director works to ensure: (1) no Boulder County youth experience barriers to participating in Thorne programs; and (2), that all Boulder County youth regardless of race, ethnicity, and income have the opportunity to connect with nature. In addition, the Director will work to meaningfully advance Diversity, Equity and Inclusion (DEI) efforts at Thorne and alongside our community through advancement of Thorne's ambitious DEI plan.

Principal Responsibilities:

- Lead efforts to ensure Thorne's Nature for All program is effectively reducing barriers to access to Thorne programs, including Nature Kids/ Jóvenes de la Naturaleza
- Lead efforts to ensure that Thorne programming is authentic and meaningful for low-income and Latino program participants
- Evaluate success of Thorne's Nature for All program towards achieving Thorne's overarching goal to ensure all Boulder County youth regardless of race, ethnicity, and income have the opportunity to connect with nature
- Lead efforts to authentically engage parents of Thorne's low-income and Latino program participants
- Implement and evaluate progress on Thorne's 2022-2025 Inclusiveness Plan
- Maintain relationships with other Latino-serving organizations and Latino leaders and professionals in Boulder County
- Maintain relationships with community leaders that can effectively support efforts to ensure all Boulder County youth have the opportunity to connect with nature

Special Requirements:

Must have a driver's license, a driving record in good standing, and a personal car with insurance and be willing to drive to and from Thorne and NKJN programs (vehicle expenses are reimbursed)

Desired Skills and Abilities:

- Bilingual Spanish/English in both written and verbal capacities
- Facilitation and training experience
- Skills in organizational leadership and management
- Culturally competent with strong understanding of the needs and desires of Latino youth and families
- Passion for nature and the outdoors
- Strong communication and mediation skills
- Strong organizational skills and ability to handle multiple tasks and roles, patiently and professionally
- Proficient with MS Office suite (Word, Excel, and Outlook)

Job Interrelationships:

- Thorne Staff and Instructors
- Students and Parents
- Volunteers and Interns
- Community Leaders
- Program Partners and Collaborators
- General Public

Desired Behavioral Traits and Attitudes: Leader, collaborative, fun, outgoing, willingness to be vulnerable, passionate, organized, creative, resourceful, critical thinker, results-oriented, self-motivated, passionate about Thorne's mission, and environmentally concerned and aware.

Minimum Qualifications:

- Must be 18 or older
- Extensive experience managing projects/initiatives and leading teams
- Background check and fingerprints submitted and cleared by the Colorado Department of Human Services (Thorne coordinates and pays for this)

Working Conditions: This role is a hybrid role with some opportunity to work from home. While this role mainly involves working from a computer, this role does require a physical ability to perform tasks in an outdoor environment in all weather conditions including lifting, standing for long periods, walking on rough terrain, and kneeling. Work takes place in both an office setting and field setting with continuous interruptions and background noises.

Accommodations: Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this position.

The 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.

Equitable Recruiting Policy Statement: Thorne's goal is to increase diversity amongst our staff. We do so by providing equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation or any other protected characteristic. Thorne works to attract diverse applicants throughout the hiring process by following its Equitable Recruiting Procedure.

Thorne Mission and History: Thorne Nature Experience is a non-profit organization committed to building Earth stewardship by providing youth with joyful, hands-on, place-based environmental education experiences that foster an emotional connection to nature. Founded in 1954, Thorne has a rich history and has reached more than 250,000 children and adults through its four programs: Summer Camp, In-School Program, Field Trip Program, and Nature Pre-School.

How to apply: Submit interest and information about yourself to angela@thornenature.org. Position open until filled.