



JOB POSTING

Job Title: Environmental Educator – DEIA Programming Specialist
Reports to: School Age Programs Senior Manager
Supervises: Volunteers / Interns
Job Status: Full Time, Non-Exempt Employee
Salary: \$47,124 (this includes our bicultural competency pay of 10% over base pay)

Additional Compensation:

- Seniority Pay (up to 5% of Base)
- Performance Bonus (up to 10% of Base)

Benefits Package:

100% Employer Paid Health Insurance (w/ Plan Choice); HSA Contribution w/ Selection of Qualified High Deductible Health Plan; 100% Employer Paid Dental Insurance; 403B (3-6% employer match based on tenure); Short and Long-term Disability Insurance; Life and AD&D Insurance; Generous Paid Vacation (16-20 days based on tenure), Sick Leave (6 days) and Holidays (11 days) with option to take additional Unpaid Leave with advance notice (up to 20 days); Training and Development Budget; Flexible Work Schedule and Hybrid Work Options; Dependent Care Assistance Plan; Generous Discounts and Credits on Thorne Programs for Dependents; and Outdoor Industry Pro Deals.

Job Purpose:

Come join our team and make a real impact on the lives of children and foster their connection to nature! Thorne Environmental Educators work year-round to foster deep nature connection through joyful, place-based, hands-on experiences. Educators teach and support Thorne’s School Programs, Field Trips, Summer Camp, and Community and Family Programs with elementary aged students in and around Boulder County.

Educators provide opportunities and access to nature for all, especially low-income and Latinx youth in Lafayette, Colorado. Applicants with experience working with Latinx youth are highly encouraged to apply. This position provides an opportunity to develop and implement curriculum that facilitates the

inclusion of students with diverse backgrounds and experiences. This is a new position at Thorne, and we are excited to explore how we will expand our DEIA work at our new Lafayette Nature Center.

Culture Statement: At Thorne, we are passionate about connecting youth to nature and building the next generation of Earth stewards. Our commitment to being leaders in our field, working collaboratively, cultivating joy, and ensuring inclusivity and justice enable Thorne Nature Experience and our staff, our community, and our planet to thrive together.

Principal Responsibilities:

- Teach School Age Programs, Summer Camp Programs, and Community and Family Programs.
- Foster deep personal connections to nature and group nature connection experiences.
- Assist with curriculum development and evaluation of programs specifically related to our current DEIA work and supporting cultural relevancy across all Thorne programs.
- Assist with training and supporting interns and volunteers for school field trips.
- Act as a back-up instructor for programs including Thorne Nature Preschool as needed.
- Participate in Thorne Nature Experience special events and outreach activities.
- In partnership with our Community Impact team, advance and support Thorne’s commitment to improving diversity and inclusion within our staff and our programs.
- Create an individual annual plan and work to achieve the goals set in the plan annually with support from direct supervisor.
- Reinforce and contribute to Thorne culture through leading by example.

Job Interrelationships:

Thorne staff, schoolteachers, school administration, parents, students, volunteers, interns, community partners, and the general public.

Desired Skills and Abilities:

Thorne recognizes that there are many paths to building professional skills and that not all applicants will have experience with every item listed. Passionate individuals who do not meet all these criteria are strongly encouraged to apply.

- Experience working with school-aged children, especially in an informal and outdoor setting.
- Experience relating to and communicating with diverse audiences, especially Latino/a/x participants, and families.
- Passion for nature and the outdoors.
- Strong communication skills with adults and children.
- Good organizational skills and ability to handle multiple tasks and roles, patiently and professionally.
- Proficiency with or willingness to learn MS Office suite (Word, Excel, Outlook) and Google Drive

Minimum Qualifications:

- Must be conversational and/or fluent in both Spanish and English.
- This position requires education and/or work experience that meets the Colorado Department of Health licensing requirements for a site director. These hours can be reached in multiple ways; if you have questions regarding meeting this requirement, please reach out to us.
- Willingness to obtain background check and fingerprints submitted and cleared by the Colorado Department of Human Services (Thorne pays for this and helps with the process).
- Current or willingness to obtain First Aid, CPR, and Standard Precaution training (Thorne will provide and pay for this if needed).

Special Requirements:

- Reliable and efficient transportation.
- Willingness and ability to drive to programs at various locations.
- Ability to have a flexible schedule to permit for varied teaching calendar, including some weekend and evening programs.

Working Conditions: This role requires 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 accommodation will be made to enable qualified individuals with disabilities to perform the essential functions of this position. Thorne Nature Experience is committed to increasing diversity in its team, and we encourage all interested candidates to apply.

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 has a stated goal to increase diversity amongst its staff. It is the policy at Thorne to attempt to reach diverse pools of applicants throughout the hiring process by following its Equitable Recruiting Procedure. Additionally, whenever possible Thorne strives to remove any barriers that could exist to being employed at Thorne, especially if those barriers are the result of race, color, religion, sex, national origin, age, disability, marital status, veteran status, or sexual orientation.

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 375,000 children and adults through its core programs which include Summer Camp, School Programs, Early Childhood Education, and NATURE FOR ALL.

HOW TO APPLY

Application Deadline: Position is open until filled. We will review applications on a rolling basis and will begin contacting applicants for interviews as they come in starting on 03/25/2024.

Start Date: April / May 2024

Application Process: To apply, please submit a letter of interest and resume to sandra@thornenature.org and include the title of the position you are applying for in the subject line.

Please visit our website, www.thornenature.org, for more information about our organization.