



Position Title: Lead Field Staff for The Salish Sea School, with an elementary focus

Status: 0.75 FTE, with funding dependent possibility to increase to 1 FTE, non-exempt

Hours: Jan-May, Sept-Dec ~15-32 hours per week
June-Aug = 40 hours per week
Max of 48 weeks per year

Compensation: Hourly wage based on qualifications, with a range beginning at \$20 for entry and up to \$30, based on experience, with opportunity to grow based on funding availability

Reports to: Program Coordinator and Executive Director

Location:

- Programs, community outreach events, and service projects occur around Fidalgo Island, on the Salish Sea, and on local islands.
- Virtual meetings and program development
- In-class lessons and a few outreach events may take place in the greater Skagit, Whatcom, or Island Counties
- There will be a handful of in-person meetings at our Discovery Center in Skyline Marina

What We Do: The Salish Sea School is a 501c3 organization based in Anacortes, WA. Our mission is to awaken curiosity and deepen connections with the Salish Sea through outdoor adventure, research, and action programs. We envision a world where communities are deeply connected to their local ecosystems to inspire an interconnection with the sea.

We use place-based education, an approach that focuses on using local ecosystems and communities as the context for learning, to connect students to the natural world.

Each year we directly engage around 1500 students (ages 4-18 years old) and community members of all ages from Skagit, San Juan, Island, Snohomish, and Whatcom Counties. Our participants include low income students, tribal communities, adults, and families.

We strive to cultivate an organizational culture of camaraderie, support, and appreciation among staff and a family-friendly work environment.

POSITION DESCRIPTION:

The Salish Sea School is seeking an enthusiastic outdoor educator with knowledge in and passion for the Salish Sea with a strong vision to engage and support a growing organization.



Desirable areas of experience include local knowledge about San Juan Islands, waterways, flora, and fauna (from orcas to seaweed) while working across various school partnerships, community, family, and summer camp programs, with a focus on elementary education.

This position includes responsibility for organizing assistant teachers, interns, and volunteers for student outdoor educational excursions, community events, service projects, family camps, summer camps, Salish Sea themed art project classes, middle school afterschool club, and other activities on local shores, islands, and/or waterways on the Salish Sea and/or in local public school classrooms. Our programs serve students 4-18 years old and adults.

As a Lead Field Staff you are responsible for planning, prepping, and executing outdoor lessons, managing a team of assistant teachers and volunteers, communicating with parents/guardians before and after programming, co-leading community events, attending outreach and fundraising events, and developing curriculum-based lessons that align with state and national standards as necessary (when working with public schools). This also involves collaborating with classroom teachers to ensure the outdoor education experiences complement and enhance classroom learning.

The Lead is responsible for maintaining safety standards and following best practices for working with students in outdoor settings and related clerical duties.

Field activities may involve leading educational whale watching trips, island excursions, orca lessons, water taxis to local islands, hiking, kayaking, Stand Up Paddle boarding, beach clean-ups, leading a mindfulness hike, leading students on a ferry ride to The Whale Museum on San Juan Island, and/or other outdoor pursuits, all with the goal of igniting a passion in students for the unique ecology and culture of the Salish Sea region.

Occasionally, 1-3 times a year, lead educators may work overnight camping trips.

Expect work on 1 weekend day per month (Saturday OR Sunday) and/or an evening class during the week, with no more than 5 days/40 hours per week.

TIME AND PAY:

The Salish Sea School is currently seeking 1 (0.75 LTE) hourly outdoor environmental lead field staff position from January 1, 2024 - December 31, 2024 for 48 weeks, with yearly extension available. As funding becomes available, this position could grow into a full-time salaried position.

Part-time hourly roles are generally 15-31 hours per week during the fall, winter, and spring seasons and a max of 40 hours per week during summer.



This position's base hourly range is \$20-\$30 per hour based on level of experience and qualifications relative to position requirements.

A variety of benefits offered to staff include paid professional development opportunities/training, subsidized wilderness medicine certifications, outdoor staff gear and unpaid time off during school breaks (Thanksgiving, Christmas break, and 2-3 weeks of unpaid vacation time during the off season (Fall/Winter). The Salish Sea School does not currently offer health care benefits at this time.

For details about our programs, please visit our website at TheSalishSeaSchool.org.

Sample DRAFT Schedules:

Fall/Winter 2024:

- Monday - Team meeting, curriculum development, summer/spring planning, public school teacher coordination, in-class lessons at local public schools, etc.* (~10AM-2PM)
- Tuesday - Thursday - planning and curriculum development (~10AM-12PM) + Preschool class (~3-4PM) or evening kids art class (~6-7PM)
- Friday - Planning and curriculum development work (~10AM-2PM) OR Saturday - Anacortes Farmers Market or Holiday Gift Show or service project or community event (8AM-2PM)

**Work is typically done remotely, at home, time and days of work are flexible depending on scheduled programming*

Spring 2024:

- Monday - Team meeting, curriculum, planning, parent/teacher/partner communication, and clerical work* (~10AM-2PM)
- Tuesday and Thursday Field Trip to James Island one day and Cypress Island the next OR an educational boat adventure on the Salish Sea (~9AM-3PM)
- Wednesday - Planning and program development, student data entry, etc. (~10AM-2PM) + Preschool class (3-4PM) or evening kids art class (~6-7PM) or outreach event in evening (~6-8PM)
- Friday - Planning and program development (~10AM-2PM) OR Saturday - Anacortes Farmers Market or service project or community event (8AM-2PM)

**Work is typically done remotely, at home, time and days of work are flexible depending on scheduled programming*



Summer 2024:

- Early June - Camp prep, community events, and partnership programs
- Late June - Summer camps vary in time and length based on program and age group
 - 4-5YO - Four days, 9AM-12PM (one camp includes a trip to see puffins with families)
 - 6-8YO - Five days, 10AM-2PM (all camps include a boat trip to observe pinnipeds)
 - 8-10YO - Five days, 10AM-2:30PM (all camps include a whale watching trip)
 - 11-18YO camps - potential to need help with MS/HS programs if interested
- One day a month, a Saturday will be worked for an outreach event, never to exceed 5 days or 40 hours per week

2024 Summer camp dates include: June 24-28, July 8-12, July 15-18 July 29-August 2, August 5-9, August 12-15, and potentially August 19-23 (MS program) - there is flexibility to have the other weeks as time off and/or camp prep and/or new partner programs.

RESPONSIBILITIES:

- Lead and co-lead a variety of outings with inquiry-based, experiential, and playful Salish Sea/marine conservation inspired lessons
- Awaken a sense of wonder teaching natural history and outdoor skills while exploring local shores, islands or waterways
- Maintain excellent communication and interpersonal skills to explain Salish Sea concepts in an accessible way
- Help plan, set up and co-lead fundraisers such as auctions, tufted puffin tours, etc.
- Plan and implement risk management and wilderness safety protocols
- Practice effective risk management at all times, creating a safe learning experience
- Have a knowledge of deep passions for local Salish Sea flora and fauna
- Plan and organize educational activities for students 4-10 years old (with ability to help with middle school and high school programs, as needed)
- Participate in all required training
- Collaborate with and organize assistant teachers and volunteers for each program
- Maintain clear, responsive, honest, and respectful communications with participants, families, community members, and staff
- Serve as a mentor to program participants appropriate to their needs as individuals and as a group
- Work closely with other members of the field staff team to plan, prepare, and lead outings
- Assist with gear maintenance, storage, and coordination
- Assist with program logistics
- Support and contribute to documentation/record-keeping



- Share concerns and successes and seek advice from Program Coordinator and Executive Director to ensure program quality
- Communicate with parent / guardians about needs, accomplishments, and expectations of students
- Represent The Salish Sea School at a monthly outreach event during the spring and summer
- Anticipate and exceed the needs and expectations of your campers and families
- Maintain proper gear usage, care, and organizational tidiness at our storage facility and Discovery Center
- Communicate and document safety and behavior incidents

PREFERRED QUALIFICATIONS:

Preferred qualifications will set an individual up for success in this role. If you have a combination of some, have similar experience, or believe you may fulfill this role well, please identify those!

- Experience leading and engaging elementary students in hands-on learning activities in both the classroom and outdoor environment
- Passion for facilitating meaningful connections to the Salish Sea and the community
- Personal or professional experience recreating in wilderness environments
- Experience working with children, with a focus on elementary aged students
- Strong work ethic and professional work habits (punctual, responsive, organized, detailed)
- Experience with behavior management in an outdoor setting
- Ability to carry 40+ lbs in a variety of weather and terrain and lead 2-4 mile moderately challenging hikes on local islands
- Current CPR certification and/or Wilderness First Aid (or higher) certification (or willingness to receive certification, partially subsidized by The Salish Sea School)
- Experience with or willingness to learn Google Suite applications such as google drive, gmail, google calendar, and Canva
- Strong communication skills and a desire to engage in dialogue with both participants and families

APPLICATION PROCESS AND SELECTION:

The Salish Sea School has a team full of fun and energetic life-long learners, passionate about learning about and teaching others about the Salish Sea! We hope you consider applying to join our team.

We actively strive to build a staff whose demographics, lived experience, and backgrounds reflect those of our greater community. We believe that a diverse staff is essential to the



successful pursuit of our mission. We acknowledge that we are describing our ideal candidate for the position and are willing to consider the unique sets of transferrable experiences and skills an applicant may bring or develop and nurture with experience.

We encourage you to apply even if you are not an exact match with the position's qualifications. We are interested in candidates who exemplify passion for our mission, equitable community, and/or come from the lived experiences of the communities we serve.

The Salish Sea School is an equal opportunity employer and does not discriminate against any employee or applicant on the basis of age, color, ability, gender identity, national origin, race, religion, sexual orientation, veteran status, or any classification protected by federal, state, or local law.

This position is open until filled. We will begin reviewing applications as turned in after the priority application deadline of **Friday, December 29th, 2023.**

We will only consider COMPLETE APPLICATIONS. A complete application includes:

- a compelling cover letter,
- résumé,
- two professional references with contact information.

Please submit to "The Salish Sea School Hiring Team" at admin@thesalishseaschool.org with your name and "Lead Outdoor Education Application" in the subject line.

All materials should be sent as attachments in PDF (.pdf) format.

Direct questions to admin@thesalishseaschool.org.

Before actual hire, prospective employees must pass a thorough background check. If any concerns arise, we will review them with the candidate and evaluate potential implications within a broader context and relevance to the position.