ORGANIZATION
The Wildlands Conservancy (TWC) is a private nonprofit public benefit organization dedicated to preserving the beauty and biodiversity of the earth and providing programs so that children may know the wonder and joy of nature.

LOCATION
Wind Wolves Preserve, a 93,000-acre nature preserve located 30 miles south of Bakersfield, CA.

THE POSITION
Conduct outdoor education programs, teaching youth in multiple grade levels while providing a safe and interactive learning experience for school groups. Topics include, but are not limited to, environmental science, ecology, zoology, botany, geology, and cultural history. Responsible for leading interpretive programs and other weekend activities for visitors, including both children and adults. Also responsible for impromptu visitor interactions, greeting guests, and providing both Preserve information and natural history interpretation. Requires regular weekend work and some late shifts.

Weekly hours range from 18-28 per week, with reduced or no scheduled hours during school and program breaks. Bilingual (English and Spanish) highly desired.

ESSENTIAL FUNCTIONS
Lead interpretive programs in natural and cultural history via guided hikes, hands-on activity stations, and spontaneous learning exercises. Requires walking up to seven miles a day on uneven terrain in a variety of weather conditions while conducting programming.

Conduct weekend, evening, and off-site programs for children and adults. Includes handling tortoises and snakes.

Perform general care for snakes and tortoises, including regular feeding, watering, and terrarium cleaning.

Assist rangers with volunteer and service-learning programs.

Effectively relate TWC’s mission and interact positively with visitors, campers, teachers, students, researchers, and community groups. Engages visitors to sign up for our Behold the Beauty Association. Informs visitors of preserve rules, boundaries, and promotes safety.

Assist with regular cleaning and organizing of the Preserve office, in addition to cleaning and stocking trail restrooms on a regular basis. Perform litter removal, as needed.

Perform clerical duties including, but not limited to, answering phones, checking in campers, and properly collecting and filing waivers and other Preserve paperwork.

Occasionally assist with special event planning, preparation, and operation.

Report safety hazards or maintenance needs as necessary.

Assist with trail maintenance, invasive eradication, and habitat enhancement/restoration projects, including participation in staff planting days.

Perform other duties relating to land stewardship, education, and clerical functions as assigned.

QUALIFICATIONS
- Experience working with multiple age groups and cultures in the natural sciences, environmental education, or outdoor recreation.
- Passionate about the outdoors and have a personal dedication to environmental conservation and education.
- Ability to operate a motor vehicle, valid Driver's License, and ability to be insured under TWC’s auto insurance policy per the Driver Acceptability Standards.
• Pass Live Scan criminal history background check, 5-panel drug screen, and TB clearance (post-offer).
• Current CPR/First Aid training or ability to acquire within ninety days of hire.
• Bilingual (English and Spanish) is highly desired.

COMPETENCY REQUIREMENTS
• Effectively teach interactive outdoor programs to youth and adults.
• Excellent communication.
• Handle difficult student behavior effectively and with discretion.
• Work with minimal direct supervision.
• Positive, upbeat, and enthusiastic about working in a non-profit environment.

PHYSICAL DEMANDS
• Lead educational hikes up to seven miles per day on uneven terrain in a variety of weather conditions.
• Perform other routine walking, standing, sitting, reaching, bending, kneeling, speaking, learning, and seeing.
• Perform standard office functions such as filing, typing, photocopying, scanning, and speaking on the radio, telephone, and in person.
• Lift, carry, pull, and push a maximum of 30 pounds.
• Operate a motor vehicle.
• Use hand tools for trail maintenance and restoration, including but not limited to, shovels, loppers, McCleods, rakes, and post-hole diggers.

COMPENSATION & CLASSIFICATION
Non-exempt, part-time 18-24 hours per week with fluctuations in hours throughout the year. 
Starting pay is $17.00-$17.50 per hour based on skills/experience. In accordance with California’s pay transparency requirements, the pay scale for the position is $17-19 an hour.

EQUAL EMPLOYMENT OPPORTUNITY
The Wildlands Conservancy is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation based on an individual’s race (including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship (including those who hold a drivers license granted under vehicle code 12801.9), physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act), domestic violence victim status, political affiliation, or any other status protected by federal, state, or local laws. We are dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.

AT-WILL EMPLOYMENT
This job description is not designed to cover or contain a comprehensive listing of all activities, duties, or responsibilities that are required of the employee. Employment with The Wildlands Conservancy is for an unspecified term and is based upon mutual consent and may be terminated at will by either party. Therefore, employment and compensation may be terminated by TWC or the employee “at-will” at any time, for any or for no reason, with or without cause or prior notice.

HOW TO APPLY
To be considered for this position email your cover letter expressing why you make the ideal candidate along with your resume to jobs@wildlandsconservancy.org.