



NOW HIRING

Educator, Public Programs & Partnerships Specialist

Application Deadline: September 27, 2021

Job Title: Educator, Public Programs & Partnerships Specialist

Department: Education

Reports to: Director of Education

Supervises: Contract Educators as needed

Classification: Full-time, exempt

Salary: Associate Specialist, \$40,000 - \$47,000 annually

Benefits Include:

- Medical insurance: 100% payment of premiums for medical and dental insurance, for employees only
- Competitive leave benefits including vacation, sick, and family leave
- 401(k) 3% match plus annual fixed amount contribution
- Ability to attend free or subsidized courses at Portland Audubon
- Substantial discount at our Nature Store, including optics
- Opportunity to work in one of the most beautiful forests in Oregon

learning. We are located in a 172-acre wildlife sanctuary in Forest Park, just minutes from downtown Portland.

Portland Audubon is committed to building a diverse and inclusive environment, reflecting the diversity of our community in its board, staff, volunteers, and members; ensuring its internal culture, business practices, and programs are welcoming and advance its diversity goals; and empowering staff to make positive changes in their environment and in Portland Audubon's culture. All Portland Audubon employees are expected to serve diverse audiences and help advance our diversity strategies. More background on our diversity efforts can be found at <http://audubonportland.org/about>.

Every year, our Education Department reaches approximately 15,000 youth and 4,000 adults with programs throughout our Portland Sanctuary, at our cabin near Mt. Hood, in greenspaces throughout the state and internationally. We collaborate closely with twenty different community-based organizations in the Portland Metro area to deliver over 450 hours of free programming, with a focus on working with families from communities that have been historically disenfranchised.

About Portland Audubon

Portland Audubon has been a leading voice in conservation for over a century. Through collaboration with a vast network of advocates, nature enthusiasts, and partners, we inspire and connect people to nature through a variety of programs that are grounded in science and

Educator, Public Programs & Partnerships Specialist

Position Summary

Portland Audubon's Educator, Public Programs & Partnerships Specialist will spearhead the expansion and development of a roster of free and sliding scale public programs throughout the Metro Area, with a particular focus on increasing accessible, resonant programming for audiences who have been historically marginalized in the outdoors. The Public Programs & Partnerships Specialist will continue and expand strong partnerships with organizations that center the lived experience of people who are Black, Indigenous and people of color (BIPOC) and people from low-income neighborhoods. As such, we seek an educator who views advancing equity and racial justice as central to their practice, who has a strong, demonstrated connection to communities of color and whose educational practice draws from their lived experience.

The Public Programs & Partnerships Specialist will work with the Education Director as well as a team of volunteers and staff to coordinate and reimagine our public programs, including our annual Bird Songs Walks each spring, our newly launched Bird Days of Summer programming, and our long-standing, free, volunteer-led Outings program, among others. Together, they will expand and transform these programs with a focus on racial equity. They will also develop and lead ornithology classes and bird walks for partners and the public, democratizing access to learning about birds and nature for people from all socioeconomic and cultural backgrounds.

The Public Programs & Partnerships Specialist will join an Adult Education team that leads virtual classes, onsite classes at our Sanctuary, off-site classes and field trips to local natural areas, as well as multi-day programs throughout the Pacific Northwest and internationally. In this role, they will recruit and train a team of contract program leaders, strategically developing new opportunities for BIPOC educators in our field.

Essential Duties & Responsibilities

PARTNERSHIPS (40%):

- Work with current partners including Wild Diversity, People of Color Outdoors, Outdoor Afro, and STRIDE to develop a calendar of free programs for their members
- Work with local, community-based organizations including Hacienda Community Development Corporation, Verde and others to develop monthly, hyper-local bird and nature walks for their constituents
- Explore new partnerships with organizations that center people who are BIPOC, people who are LGBTQIA and/or people with disabilities
- Collaborate with partners to implement COVID-safe programs
- Coordinate other Portland Audubon staff and contract Educators as needed

PUBLIC PROGRAMS (40%):

- Coordinate a team of volunteers to lead our free, annual Bird Song Walks throughout the Metro Area during April and May. Work to broaden the reach of this series by expanding programs in partnership with low-income communities and communities of color
- Work with the Adult Education team and partners to expand our new Bird Days of Summer programming series, a suite of fun, out-of-the box programs that increase access to birding and nature for people from all socio-economic and cultural backgrounds

- In partnership with the Education Director and the Volunteer Manager, reimagine and redesign our Outings Program with a focus on racial equity. This may include recruiting and training BIPOC leaders, expanding outings locations, transforming the registration process, and/or redesigning the leader training series to address historic and systemic inequity
- Support the Education Director in the coordination of large-scale public events including our September Swift Watch series, Night Flight and winter events.

CLASSES & TRIPS (20%):

- Create and deliver digital and in-person ornithology classes for the general public
- With the Adult Education team, apply an Equity Lens to teaching and learning to address systemic racism in scientific and conservation fields
- Join team in providing administrative support for programs as needed including backend support for registrants and/or moderating digital classes
- Join team in assisting with program administration including scheduling, descriptions, web edits, and overall logistics
- Potentially lead annual national or international ecotour in future years

Preferred Skills & Experience

Studies have shown that women and people of color often don't apply for positions where they don't meet all of the preferred skills and experience. We recognize that there are many different paths, experiences, and less traditional backgrounds that add value to one's work and encourage applicants to apply even if they do not have all of the preferred skills.

- Strong knowledge of birding, can identify species by sound and ear; experience with Pacific Northwest desirable
- Deep knowledge of avian biology and natural history
- Experience teaching adults in informal learning environments and the outdoors
- Demonstrated cultural competency and experience working with diverse populations, including communities of color and underserved communities
- Commitment to anti-racist practices and principles, with an interest in uprooting systemic and historical inequities in STEM
- Experience working with partners to co-create programs from scratch
- Strong organizational skills and ability to multitask
- Proficiency in Microsoft Office and Google suite
- Spanish fluency a plus, though not required

Working Conditions

- Must possess a current driver's license
- Ability to be certified in Basic First Aid and CPR paid by Portland Audubon

Application

Portland Audubon does not discriminate on the basis of race; creed; sex; sexual orientation; gender identity; age; religion; marital status; national origin or ancestry; political affiliation; citizenship; lawful immigration status; or mental, physical or medical disability; Veteran status; or liability for service in the United States Armed Forces.

Applicants of color, immigrants, and other underserved persons are encouraged to apply.

How to Apply

APPLY ONLINE at portlandaudubon.bamboohr.com/jobs/

APPLICATION DEADLINE: on or before Monday, September 27, 2021 at midnight.

Questions? Contact us at jobs@audubonportland.org



Diversity Statement

Portland Audubon believes that inspiring all people to love and protect nature is best achieved when we embrace diversity as a value and practice. In the same way an ecosystem needs many types of plants and wildlife, an organization thrives when it includes a diversity of people and perspectives. We recognize that inequities are widespread and create gaps between our present reality and our aspirations. Audubon is committed to:

- Reflecting the diversity of the community in our board, staff, volunteers, and members.
- Ensuring our internal culture, business practices, and programs are welcoming and advance our diversity goals.
- Empowering people to make positive changes in their community and environment.

Portland Audubon is nearing the end of a five-year strategic plan. A core priority moving forward is to infuse equity, inclusion, and diversity (EID) into all of the goals and work of the organization. This position will play an important role in achieving the organization's EID goals through engagement with staff, board members, donors, volunteers and the public. We recognize that in order to serve diverse communities we must also have diversity represented in our staff.