NOW HIRING

**Educator, Local Partnerships Associate**

Application Deadline: July 2, 2021

**Job Title:** Educator, Local Partnerships Associate  
**Department:** Education  
**Reports to:** Educator, Pacific Northwest (PNW) & Local Programs Specialist  
**Supervises:** Contract Educators as needed  
**Classification:** Part-time at 30 hours per week, exempt  
**Salary:** Associate Specialist, $29,700-$34,000 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

**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 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.

audubonportland.org | 5151 NW Cornell Rd., Portland, OR | 971-222-0613
Position Summary

Portland Audubon’s Educator, Local Programs Specialist will join a team of educators leading engaging tours and workshops for adults through virtual classes, onsite classes at our Sanctuary, off-site classes and field trips to local natural areas, and overnight programs throughout the Pacific Northwest and internationally. In addition, the Local Programs Specialist will spearhead the development of an expanded roster of classes and field trips throughout the Portland Metro area, with a particular focus on increasing accessible, resonant programming for audiences from diverse socioeconomic and cultural backgrounds. In this capacity, the Local Programs Specialist will recruit, train, and coordinate a team of contracted class instructors with a wide variety of expertise, interests and cultural backgrounds.

Portland Audubon is committed to actively collaborating with more diverse audiences including communities of color, people who are disabled and people from all socioeconomic backgrounds. The Local Partnerships Specialist will play a key role in this by working closely with the Director of Education to establish strong partnerships with organizations that center the lived experience of people who have been historically disenfranchised and developing new programs in collaboration. In addition, this educator will develop new free and low-cost classes and walks that democratize access to learning about birds and nature. As such, we seek an educator who views advancing equity and inclusion as central to their practice, who has a strong, demonstrated connection to communities of color and whose educational practice draws from their lived experience.

Please note that this is a part-time, 30 hours/week position with the potential of expanding to full-time in future years, if possible. Due to the COVID-19 pandemic, Portland Audubon staff are working remotely, and any in-person programs are exclusively outside and observe social distance protocols. Position includes full healthcare and benefits.

Essential Duties & Responsibilities

ADULT PROGRAM DELIVERY:
- Creating a welcoming atmosphere for customers, Create and deliver a significant number of digital and in-person ornithology classes for the general public
- Lead engaging fee-for-service bird walks and half-day birding field trips in natural areas throughout the Portland Metro Area
- Work with Adult Education team to coordinate a suite of fun, out-of-the-box programs that expand access to birding and nature for adults of all ages and socio-economic backgrounds
- With the Adult Education team, work to apply an Equity Lens to all aspects of teaching and learning to address the legacy of systemic racism in scientific and conservation fields
- Potentially join our team in leading one international ecotour per year in future year

LOCAL PARTNERSHIPS:
- 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 LGBTQ and/or people with disabilities
- Collaborate with partners to implement COVID-safe programs
- Coordinate other Portland Audubon staff and contract Educators as needed to lead programs

ADMINISTRATION & SUPPORT:
- With Adult Education team to provide administrative support for our programs; may include providing backend support for registrants and acting as the moderator for digital classes
- Join team in assisting with program administration as needed including scheduling, descriptions, web edits, and overall logistics
**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.
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 has completed two years 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.