



**WildCare
Position Description**

Job Title: Nature Education and Camp Manager
Department: Education
Supervisor: Director of Education
FLSA Status: Non-exempt
Salary: \$27 - \$32/hour, depending on experience
Date: May 27, 2026

Mission

WildCare is a 501(c)(3) nonprofit wildlife hospital and environmental education center, located in San Rafael, California. Every year, our wildlife hospital takes in nearly 3,500 orphaned or injured animals and our education programs reach over 35,000 people. We lead the way in showing people how to live well with wildlife through a complete cycle of respectful, and humane practices. With programs in wildlife care, animal advocacy and nature education, WildCare is a voice for wildlife throughout the San Francisco Bay Area and beyond.

NATURE EDUCATION AND CAMP MANAGER

Position Summary:

The Nature Education and Camp Manager's primary responsibilities are delivering wildlife programs to all ages and managing camp staff. Position responsibilities include:

- Support WildCare's Education Department in the delivery of all its programs, including Nature Van, Center Tours, Wildlife Ambassador, Nature Hikes, Wildlife Camp, and Event Tabling. The programs of focus for this position are the Nature Van and Wildlife Camp.
- Present wildlife education programs for students in Pre-K through 12th grade, with most programs being delivered to elementary age students. Programs take place at schools, camps, our center, and other special events as necessary. WildCare's education programs serve seven counties within the San Francisco Bay Area. This position requires driving WildCare's Nature Van (cargo van) to and from each Nature Van program.
- Develop and implement an adult lecture series
- Recruit, interview, hire, train, support, and guide Wildlife Camp Counselor and teen volunteers
- Deliver Wildlife Camp curriculum for winter, spring and summer camps
- Inventory and purchase camp and Nature Van teaching materials and supplies
- Manage logistics of Wildlife Camp including selection of hike site locations and securing park permits
- Develop and update curriculum and educational materials for all of WildCare's education programs, including incorporation of Next Generation Science Standards.
- Support WildCare Education staff and volunteers with other functions and projects as assigned.

Minimum Qualifications:

To be considered for an interview, applicants must meet ALL of the minimum qualifications listed below. The ideal candidate is someone who loves nature, enjoys teaching, has a rapport with children, and is flexible and organized.

- Bachelor's Degree from an accredited college or university **or** commensurate experience
- Previous experience developing and delivering programs for students in Pre-K through 6th grade, in a related field
- Strong class management skills
- General knowledge of wildlife ecology
- Excellent written and verbal communication skills
- Ability to perform work without direct supervision
- Excellent driving record
- Competent computer skills and knowledge of Microsoft Office, Outlook and Google Calendar
- Must be able to lift objects weighing up to 50 pounds
- Must be able to stand for extended periods of time and bend to move teaching tools and interact with children.

Additional Desired Qualifications:

- Experience handling and/or presenting live animals in an educational setting
- Completed relevant college course work in Animal Sciences, Environmental Studies, Teaching, or a related field
- Experience teaching Middle School, High School, and adults
- Working knowledge of Next Generation Science Standards
- Bilingual a plus (fluent in both English and Spanish)

Conditions of Employment:

Hiring is contingent upon receipt of a DMV driving record and an FBI/California Department of Justice background check. The Nature Education and Camp Manager will drive the Nature Van (cargo van) on a regular basis to deliver off-site programs. Shift times vary day-to-day, beginning as early as 7:00am and ending as late as 6:00pm, with occasional evening/weekend/holiday work required.

Compensation, Benefits and Start Date:

This is a full time hourly non-exempt position, which includes medical/dental/vision benefits, 401K plan, and generous vacation, sick and holiday pay. Compensation range is \$27-\$32 per hour, depending on experience. Additional compensation is available for bilingual candidates (English and Spanish). Ideal start date July, 2026.

Working for WildCare:

WildCare is an equal opportunity employer. People with disabilities, women, veterans, people of color, and LGBTQ+ individuals are encouraged to apply. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.

To Apply:

Candidates must submit a cover letter, resume, and 3-5 professional references via email to eileenjones@discoverwildcare.org. Position is open until filled. No phone calls please.