



Job Description

Position Title: Lead Educator
Reports to: Director of Education
Supervises: OES I and OES II
Pay Rate: \$40,000 annually
Term: Full-time, year-round

The Glacier Institute is seeking candidates to join our leadership team as Lead Educators. The ideal candidates will have experience delivering educational programming, experience supervising staff, be willing to mentor less-experienced educators, and are interested in staying for multiple years to grow with the Institute. Lead Educators are the catalyst for communication, positivity, and growth within their staff.

- I. Major Function: Under the direction of the Director of Education, the Lead Educator is responsible for overseeing the delivery of educational programming. Lead Educators are responsible for supervising our team of Outdoor Education Specialists, as well as instructing field-based education courses to a wide variety of audiences. The Education Team will lead in-depth hikes within Glacier National Park, as well as the surrounding Flathead National Forest. The Glacier Institute specializes in place-based, hands-on learning of the natural sciences and cultural history, and we strive to empower students of all ages to become stewards of the natural world. We are looking for Lead Educators to specialize in one of two areas: Multi-Day Adult Education or Family Day Programs. This is a full-time, year-round position.
- II. Major Duties and Responsibilities:
 - A. Assist in mentoring OES I and OES II employees.
 - B. Observe and audit educational program delivery.
 - C. Attend weekly meetings with the GI Leadership Team.
 - D. Work with the Director of Education and Director of Operations to finalize staff and program schedules.
 - E. Serve as a positive example of a seasoned educator.
 - F. Lead field-based outdoor educational programs to a variety of ages.
 - G. Provide quality customer service to all guests.
 - H. Manage students' safety in unregulated outdoor environments by applying sound judgment, problem solving, and risk management skills.
 - I. Administer and document first aid and appropriate emergency responses.
 - J. Maintain a working knowledge of the Crown of the Continent Ecosystem and current applicable sciences.



- K. Safely operate 15 passenger vans/buses to transport students down rough dirt roads, up the highly technical Going-to-the-Sun Road, and along highway corridors.
- L. Display confidence and comfort working in adverse environmental conditions (snow, rain, 0°F - 100°F temperatures, mosquitoes/ticks, hazardous wildlife, etc.).
- M. Interview potential OES I and II candidates with the Director of Education.
- N. Represent the Glacier Institute in its mission and goals.
- O. Periodically complete physically strenuous tasks during work days.
- P. All other duties as assigned.

III. Candidate Qualifications:

A. Education

- 1. A Bachelor's degree with a thorough knowledge of comprehensive natural/environmental processes, or multiple years of relevant experience. *Master's degree preferred.*

B. Experience

- 1. Delivery of educational programming (in or out of the classroom).
- 2. Prior supervisory and mentoring experience.

C. Skills and abilities

- 1. Exceptional communication skills.
- 2. Detail oriented.
- 3. Valid driver's license with an insurable driving record and the ability to drive 300 miles daily.
- 4. Ability to hike 12 miles with up to 3,000 feet of elevation gain over steep, rocky, and potentially snowy terrain, and carry a pack up to 50 pounds.
- 5. Self-motivated with the ability to efficiently work independently with little instruction or supervision.
- 6. Ability to work in remote, off-grid locations with limited cell-phone service or immediate emergency services.

D. Certifications

- 1. Basic First Aid / CPR required. *WFA/WFR preferred.*
- 2. Certified Interpretive Guide (NAI) preferred.
- 3. Montana Master Naturalist preferred.

IV. Compensation:

- A. On-site housing for employees is provided at a discounted rate.
- B. 2023 Employee entrance pass into Glacier and Waterton National Parks.
- C. Participation in expert-led Glacier Institute catalog course as space permits.
- D. Friends and family discounts for all Glacier Institute courses (subject to availability).
- E. \$40,000 annually



F. Option to participate in the company retirement plan.

To Apply:

If this position sounds like the right fit, please submit a resume, contact information for three references, and a cover letter to: garrett@glacierinstitute.org

We look forward to reviewing your materials!