



January 20, 2026

ENVIRONMENTAL EDUCATOR (PERMANENT VARIABLE HOURS) JOB ANNOUNCEMENT

I Job Overview:

Job Title:	Environmental Educator
Department:	Education
Classification:	Non-Exempt, Hourly
Job Type:	Permanent Variable Hours – Schedule varies by season For details, please see section V: Work Schedule
Job Status:	Employee
Reports to:	Director of Education
Supervisory Role:	No
Travel:	Yes – travel to sites in the Cleveland area; No – overnight travel.

II Job Summary:

The Environmental Educator teaches school programming primarily for PreK through Grade 6, public programming for families and adults and camps for children in PreK through Grade 6.

We are looking specifically for candidates who are comfortable teaching both at the Nature Center and offsite to deliver programming at local schools or recreation centers. You would drive your own vehicle to these offsite locations and be reimbursed at the Federal rate (currently \$0.70/mile).

III Job Responsibilities & Duties:

A. TEACH ENVIRONMENTAL EDUCATION (80%):

- Facilitate discovery in both indoor and outdoor classroom settings.
- Deliver programming to any of the groups we serve throughout the year, primarily children in grades Preschool through Grade 6.
 - Although we primarily serve school audiences between Sept.-May, “groups” may also include scouts, day camps, afterschool programs, adult learners, community groups, and any other organization seeking an environmental education experience.
- Teach summer camp (optional) or other group programming between June - August.
 - All camp educators are expected to plan curriculum/activities, monitor safety and behavior of campers and coach the teen staff assigned to their group including interns, YOU, and volunteer positions.
- Plan or assist with public programming for family and adult audiences as needed.



B. PROGRAM DEVELOPMENT (15%):

- Participate in team meetings to review school programs and suggest improvements.
- Occasionally create activities, hikes, or other experiences for public programs and/or family events.
- If working summer camp (optional), reference NCSL lesson plans, activities and resources to plan your camp sessions. Write lesson plans for your weeks of camp to match the assigned theme.

C. OTHER (5%):

- Maintain good humor and apply professional, common-sense solutions to everyday challenges.
- Learn, meet new people, reflect, and take initiative to continue to grow in the field.
- Participate in team trainings, staff meetings and events.
- May be asked to help care for Education animals (box turtles and snakes).
- Other duties as assigned.

IV Required Qualifications & Skills:

- Knowledge of the outdoors and curious to learn more.
- Experience teaching PreK through 6th grade in a hands-on setting.
 - Ability to engage a group of 20-30 students in outdoor education.
 - Ability to manage classroom safety and behavior in a variety of settings.
 - Flexibility to adapt and/or prioritize when met with unexpected program conditions (ie weather, program duration, group size, group ability, etc.)
- Excellent interpersonal skills; ability to interact with the public, parents/guardians, teachers and staff with tact, courtesy, and diplomacy.
- Confidence to ask for help when needed, share ideas for improvement, and set clear, personal boundaries regarding availability.
- CPR/1st Aid Certification (to be provided by NCSL upon hire).
- Must be 18 or older.
- Preferred candidates may have direct environmental education experience, a degree in earth science, life science or education and/or be enrolled in a degree program.

V Work Schedule:

- The majority of programming takes place Monday-Friday between 9am-1pm. Occasionally there are opportunities to work late afternoons, evenings or weekends.
- You may be scheduled to work between 0-40 hours depending on the season and demand for education programming. Typical demand is listed below and varies greatly by season.
 - **Fall: 0-20 hours a week**
 - Programming is heaviest between mid-Sept. & mid-Nov.
 - **Winter: 0-10 hours a week**
 - Programming is light, but begins to pick up in Feb.
 - **Spring: 0-25 hours a week**
 - Programming is heaviest in April & May
 - **Summer: 0-40 hours a week**
 - Camp runs early June – early Aug and often requires 40-hour weeks.
 - Alternative assignments include leading “one-off” programs booked by external groups (day cares, summer enrichment programs, etc.)
- Due to the variable nature of this position, the Nature Center team expects to schedule around additional work, school, or personal commitments you may have.



VI Working Conditions:

- Position requires lifting up to 15 lbs., frequent hiking up to 3 - 5 miles (sometimes on rough terrain), climbing stairs, kneeling, sitting, and bending.
- The workday often takes place outdoors along our trails with possible hazards.
- This position offers minimal remote/work from home opportunities.

VII Compensation:

- \$16.00/hour

VIII Application Procedure:

Email: careers@shakerlakes.org
Subject: Environmental Educator
Requirements: Resume
Recommended: Cover Letter

Posting Date: August 27, 2026

Application Deadline:

The Nature Center at Shaker Lakes (NCSL), a 501(c)(3) non-profit founded in 1966 and located in the Shaker Parklands on the eastern edge of Cleveland. The mission of NCSL is to conserve a natural area, connect people with nature, and inspire environmental stewardship. We are an Equal Opportunity Employer that strives to provide a safe, welcoming, and inclusive working environment. View our mission, vision, and diversity statement online at www.shakerlakes.org.