



**Bilingual Outings Field Specialist
POSITION DESCRIPTION**

JOB TITLE:	Bilingual Outings Field Specialist
CLASSIFICATION:	Full-time, Non-Exempt
HOURS:	40 hours per week, Weekend and Occasional Evening Hours Required
SALARY:	\$24 Per Hour, inclusive of \$1 bilingual premium; Competitive Benefits Package
REPORTS TO:	New Audiences Manager

POSITION SUMMARY

LandPaths seeks an individual with a passion for building a diverse, healthy and whole community connected with the land. The ideal candidate is driven, energetic and creative; excels in an active work environment, is committed to equity in access to nature, and has a passion for working with youth/families and loves the outdoors. The *Bilingual Outings Field Specialist* provides day-to-day implementation of LandPaths' New Audiences program, maintaining excellent, creative, empowering and innovative field-based programs for all residents of Sonoma County. The *Bilingual Outings Field Specialist* will work in collaboration with program partners and volunteers to implement relevant programs that support the *Branching Out Conservation for Everyone* initiative goals with an emphasis in culturally relevant programs that promote access to land and stewardship. The *Bilingual Field Specialist* will be an engaged member of the New Audiences Team.

POSITION DUTIES

- Be an active participant and collaborator with the New Audiences Team and across LandPaths' initiatives and programs.
- Lead or work as part of team to co-lead LandPaths' events and outings including pre-program community outreach (in-person tabling at events, phone, etc.), assessing site conditions, writing event and outing descriptions, monitoring registrations.
- Represent LandPaths' mission during outings and events, in a manner that builds collaboration with partners, volunteers, interns, participants, and fellow field specialists.
- Participate in community partnerships, collaborations, and/or internal committees that advance LandPaths' mission.
- Become trained on LandPaths' specific outing program goals, outreach style and approach to leading outings.
- Develop and deepen, through active listening and mutual understanding, relationships to expand program participation and advance initiative goals.
- Manage all gear needed for programs, including tracking inventory, storage.
- Communicate and coordinate with volunteers in all day-of activities when needed.
- Evaluate outings/events for effectiveness and impact, including quotes, photography, and volunteer feedback.
- Bring a creative and enthusiastic approach to the build out of new outings.
- Available and willing to work on weekends.
- Track and communicate program accomplishments in excel program tracking sheets and NEON database to capture program impact for e-blast, newsletters, social media, other outreach and fundraising needs.
- Participate in agency-wide Wilderness First Aid, CPR, water safety and vehicle use trainings.

- Through field reports, communicate program accomplishments and impact with the Communications Team, to be shared in e-blast, newsletters, social media and other outreach and fundraising needs.

EXPERIENCE AND QUALIFICATIONS

A successful candidate will likely have significant experience leading outdoor outings and event programs, including the following qualifications:

- A genuine passion for working with youth, families and diverse audiences with equitable access to nature at the core.
- Comfort and confidence in spending time outdoors in nature.
- Experience and comfort leading groups outdoors in both English and Spanish.
- Experience with kayaking and overnight camping preferred.
- College Degree or HS diploma and relevant work experience in leading nature-based field experiences.
- Knowledge of and ability to translate program materials from English to Spanish.
- Excellent interpersonal skills, detail-oriented, and well-organized.
- Experience with program or project implementation.
- Strong communication skills with proven ability to write effectively and speak persuasively.
- Willing to have difficult conversations to build community.
- Bilingual, Bi-literate (Spanish/English) and a significant cross-cultural experience or understanding.
- Must have a valid driver's license and reliable transportation.

ATTRIBUTES

A successful candidate will embrace LandPaths' values and culture, including the following:

- Excels in a team-work environment, while able to work independently.
- Confident in area of expertise, flexible, able to engage with new ideas and approaches.
- Align with LandPaths' values, inclusive of our commitment to fairness and equity. Thrives in a creative, problem-solving atmosphere of shared leadership and unrelenting drive to improve.
- Leads with curiosity and enjoys learning new things and supporting the work of others. Expresses joy as part of a positive work environment.

PHYSICAL DEMANDS

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform this job. The Bilingual Outings Field Specialist frequently works outdoors, walking on uneven ground and steep hillsides, with potential exposure to excessive temperature extremes. They may be expected to lift and move objects weighing up to 30 lbs and hike up to five miles.

COMPENSATION

This is a full-time position. Hourly pay for this position is \$24 per hour, inclusive of bilingual premium of \$1. LandPaths' compensation includes health and dental coverage, retirement savings, and generous paid leave package.

TO APPLY

Please send a brief cover letter and resume to hr@landpaths.org with Bilingual Outings Field Specialist in the subject line. Recommended deadline to apply is Monday, August 19, 2024. Position open until filled.

