



Fall Lead Naturalist - Seasonal Position Announcement

2022 marks the 50th Anniversary of Hawk Ridge Nature Reserve (HRNR) and 50 years of raptor research and education! Hawk Ridge is one of the premier fall bird migration sites in North America. It's the western-most count on the Great Lakes with an advantageous location on a rocky ridge overlooking the western tip of Lake Superior. Annual fall averages include 75,000 raptors and 200,000+ passerines/other birds counted and approximately 3,000 raptors banded! Fall migration highlights include an amazing diversity of 15-20 different raptor species! The Hawk Ridge Bird Observatory (HRBO) is the non-profit organization that manages and conducts bird research and education at the nature reserve. The fall research and education staff of HRBO are key representatives in HRBO's mission of protecting birds of prey and other migratory birds in the Western Lake Superior Region through research, education, and stewardship.

Education at HRBO is designed to complement and fulfill this mission with programs about birds and their environment, while building awareness and appreciation for bird conservation. **HRBO is seeking 1 seasonal full-time Lead Naturalist for the fall 2022 season for 10 weeks August 24 - November 1.** Applications will be accepted until filled (note: early applications are encouraged and **preferred by Friday, May 13, 2022**).

Primary Responsibilities:

- Assisting Education Director with education management daily operations at Hawk Ridge (program/staff schedule, evaluative tools, intern/trainee mentoring)
- Teaching formal environmental education programs to groups (school, private and the general public)
- Teaching informal interpretive programs via education tables and kid's cart
- Providing interpretation and answering questions about raptor identification, natural history of birds, and the fall migration at Hawk Ridge Nature Reserve
- Conducting live bird education demonstrations
- Assisting managers with visitor relations, merchandise sales, volunteers, & fundraising activities/events

Qualifications:

- Management experience required (1+ year, preferably in education field)
- Bachelor's degree required (Science Education/Environmental Education preferred)
- Demonstrated teaching experience (3+ years preferred)
- Knowledge of birds, especially raptors preferred
- Driver's license and personal vehicle required

Desired Experience

- Experience in working and teaching outside in many weather conditions
- Demonstrated animal-handling experience (preferably birds)

Essential Personal Characteristics

- Works well with others and demonstrates team leadership ability
- Enthusiastic and passionate about teaching others
- Communicates respectfully and effectively with teachers, students, staff, volunteers, & visitors of all ages
- Flexibility in work hours (inclement weather, weekends, possibly some evenings)
- Ability to work well both independently and as a team

Compensation: Hourly pay at \$14/hour; lodging provided, if available

If you wish to apply for the HRBO Fall Lead Naturalist position, please submit your resume (required & email preferred), cover letter, contact info for 3 references (prefer both email & phone contacts), and Affirmative Action form (on next page) to: Margie Menzies (mmenzies@hawkridge.org), Education Director and Janelle Long (jlong@hawkridge.org), Executive Director **by Friday, May 20, 2022**. By mail: HRBO, P.O. Box 3006, Duluth, MN 55803. Note: Posting will remain open to apply to until filled.

Visit our website at www.hawkridge.org or call (218) 428-8722 with questions.



Hawk Ridge Observatory is a nonprofit organization that values diversity. Applicants for volunteer positions with Hawk Ridge are invited to participate in the affirmative action program by sharing their gender and race/ethnicity. In extending this invitation, we advise you that: (a) applicants are under no obligation to respond; (b) responses will remain confidential within the human resource department; and (c) responses will be used only for the necessary information to include in the affirmative action program. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

Name:

Position Applied for:

Race or Ethnicity Identity* (select one, see below for definitions)

- Hispanic or Latino
- White (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Native Hawaiian or Pacific Islander (not Hispanic or Latino)
- Asian (not Hispanic or Latino)
- American Indian or Alaskan Native (not Hispanic or Latino)
- Two or more races (not Hispanic or Latino)

Gender

- Male
- Female
- I do not wish to self-identify

How did you hear of our opening?

- Referral
- Hawk Ridge website/news
- Social Media
- Job Site – please specify which one:
- Other – please explain:

Signature: _____

Date: _____

***EEOC RACE/ETHNIC IDENTIFICATION CATEGORIES**

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (*not Hispanic or Latino*) - A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

Black or African American (*not Hispanic or Latino*) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (*not Hispanic or Latino*) - A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

Asian (*not Hispanic or Latino*) - A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

American Indian or Alaska Native (*not Hispanic or Latino*) - A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment.

Two or more races (*not Hispanic or Latino*) - All persons who identify with more than one of the above races.