



Hawk Ridge Bird Observatory **Lead Naturalist (Spring-Fall) Seasonal Position Announcement**

Hawk Ridge Nature Reserve is one of the premier bird migration sites in North America. Each fall and spring, millions of birds migrate via the Mississippi corridor, one of the premier flyways of North America. An average of 90,000 raptors and hundreds of thousands of other migratory birds are counted annually during the fall and spring counts conducted by Hawk Ridge Bird Observatory. Raptor migration research and education have been conducted at the fall site for over 50 years! It's the western-most count on the Great Lakes with advantageous locations on rocky ridges overlooking the western tip of Lake Superior. Annual fall averages include 63,000 raptors and 200,000+ passerines/other birds counted and approximately 3,000 raptors (hawks & owls) and 1,800 passerines banded. Fall migration highlights include an amazing diversity of nearly 20 different raptor species and 100+ species of other birds! The spring count does not have the same long history as our fall site, but it is interesting in its own right with numbers of raptors averaging 25,000-27,000 plus and several species whose spring numbers are higher than the fall average numbers. There is also plenty of education programming happening during the summer, many area day camps and scout programs turn to Hawk Ridge for summer bird experiences. The Hawk Ridge Bird Observatory (HRBO) in Duluth, MN is the non-profit organization that manages and provides bird research and education at the nature reserve. The fall research and education staff of HRBO are key representatives in HRBO's mission of promoting conservation of raptors and other 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 a full-time Lead Naturalist for the spring-fall 2025 season for 30 weeks from approx. April 7th -November 2nd.** Full-time positions average 30-40 hours/week with a flexible schedule 5-6 days/week. May be able to flex the position start/end dates.

Primary Responsibilities

- 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 about the bird migration (pointing out migrating birds to general public, bird id tips, & sharing verbal highlights from bird migration research)
- Answering questions about raptor identification, natural history of birds, and the fall and spring migration at Hawk Ridge Nature Reserve, and West Skyline Parkway locations
- Conducting live bird education demonstrations
- Managing and leading small group evening owl programs
- Team leader and oversight of fall education staff and programming at Hawk Ridge Nature Reserve main overlook
- Assisting Education Director with education staff and program management tasks (marketing, scheduling, hiring, training, program development, evaluation, etc)

- Assisting managers with visitor relations, merchandise sales, volunteers, & fundraising activities/events, and preparation for the fall migration season

Qualifications

- Bachelor's degree required (Science Education/Environmental Education preferred).
- Demonstrated teaching experience (2+ years preferred)
- Team leadership experience
- 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 bird handling experience (preferably raptors, bird banding)

Essential Personal Characteristics

- Enthusiastic and passionate about teaching others
- Communicates respectfully and effectively with teachers, students, staff, volunteers, & visitors of all ages
- Strong organizational skills – ability to assign tasks, manage staff/program schedule, and maintain systems
- Demonstrates team leadership ability
- Flexibility in work hours (inclement weather, weekends, possibly some evenings)
- Ability to work independently and with team

Compensation: Hourly pay starting at \$16.95/hour; lodging provided, if available

To apply for the Lead Naturalist position, please go to [Apply Here Lead Naturalist](#) to find and submit the application form. You will attach your cover letter and resume through that link.

Applications will be accepted until filled (note: early applications are encouraged and preferred by Monday, March 17th, 2025).

For further information, please visit our website at www.hawkridge.org. For questions, please email apply@hawkridge.org or call (218) 428-8722.