



Position Announcement

Conservation Education & Outreach Manager

The Rob and Bessie Welder Wildlife Foundation is seeking an experienced and mission-driven professional to lead its conservation education and outreach program. The Foundation is a nonprofit organization dedicated to wildlife conservation research and education on a 7,800-acre working wildlife refuge in San Patricio County, approximately seven miles from Sinton, Texas.

The Conservation Education Manager serves as the lead steward and champion of the Foundation's education and outreach mission. This position oversees the design, delivery, and evaluation of K-12, university-level, and adult conservation education programs that advance ecological literacy, land stewardship, and the Foundation's role as a premier biological field station. The Manager provides strategic leadership, ensures scientific accuracy and safety across all programming, and cultivates meaningful engagement with students, educators, and community partners.

The Conservation Education Manager reports to the Chief Executive Officer and works closely with land management personnel, educators, volunteers, and external conservation partners to deliver high-quality, educational experiences.

Key Responsibilities

Program Leadership and Strategy

- Lead the development, implementation, and long-term planning of all education and outreach programs.
- Strengthen partnerships with school districts, universities, conservation organizations, and community groups.
- Integrate current research, land management practices, and field-station resources into educational programming.
- Evaluate program effectiveness using data-driven methods and recommend improvements.

Staff Supervision and Team Development

- Supervise full-time and part-time educators, seasonal staff, and interns.
- Provide coaching, performance feedback, and professional development.
- Oversee scheduling, workload distribution, and team communication.
- Foster a collaborative, mission-driven culture grounded in safety, stewardship, and educational excellence.

Curriculum and Instruction

- Oversee development and revision of curricula for K–12 field programs, teacher workshops, summer camps, and adult education.
- Ensure alignment with Texas Essential Knowledge and Skills (TEKS) standards and best practices in environmental education.
- Incorporate hands-on field experiences, scientific inquiry, and place-based learning.
- Maintain high standards for instructional quality, accessibility, and safety.

Community Engagement and Outreach

- Represent the Foundation at community events, conferences, and partner meetings.
- Lead public tours, field days, and special events that highlight the Foundation's research and conservation mission.
- Develop educational content for social media, newsletters, and digital platforms.
- Oversee the Foundations' website and all other outreach and marketing materials.

Grant Writing and Resource Development

- Assist with grant writing, including narrative development, budgets, supporting materials, and reporting.
- Identify funding opportunities that support education initiatives, facilities, and staffing.
- Maintain accurate documentation for grant compliance and program evaluation.

Facilities, Safety, and Operations

- Oversee educational facilities, including classrooms, storage areas, vehicles, native plant gardens, and trails.
- Ensure compliance with safety protocols and field-based operational standards.
- Coordinate with land management and research staff to integrate safe, meaningful field experiences into programs.

Support for Research and Collections

- Provide oversight, curation, and stewardship of the Foundation's natural history collections and the bird museum, ensuring proper care, permitting, documentation, organization, and accessibility for research and education.
- Collaborate with research staff to incorporate active research projects into educational programming.
- Assist with activities such as MAPS bird banding and graduate student research support.

Qualifications

Education

- Bachelor's degree required; Master's degree preferred in Natural Resources, Wildlife or Range Ecology, Environmental Education, Biology, or a related field.

Experience

- Minimum 3–5 years of experience in environmental education, conservation education, or natural resource interpretation.
- Demonstrated experience supervising educators, interns, or volunteers.
- Experience with curriculum development, program evaluation, and field-based instruction.
- Experience assisting with grant writing and managing funded projects.

Knowledge and Skills

- Strong understanding of wildlife ecology, land stewardship, and conservation principles.
- Ability to learn and interpret South Texas flora, fauna, and land management practices.
- Excellent communication, public speaking, and interpersonal skills.
- Strong organizational and project-management abilities.
- Proficiency with Microsoft Office and comfort with digital communication tools.
- Ability to safely operate a 25-seat passenger bus for onsite tours (training provided).

Physical and Professional Requirements

- Ability to work outdoors in extreme heat, humidity, and rugged field conditions.
- Ability to work a flexible schedule, including some evenings and weekends.
- Commitment to professionalism, integrity, and mission-driven leadership.

Salary and Benefits

- Salary Range: \$50,000–\$60,000 (commensurate with experience)
- Medical, dental, vision, prescription, and life insurance
- Paid vacation, sick leave, and holidays
- 401(k) with employer match

Application Instructions

To apply, interested and qualified candidates should email the following materials:

1. Cover letter that includes a statement of interest and addresses the candidate's specific qualifications for the position.
2. Resume detailing relevant experience.
3. Contact information for at least three (3) professional references, including names, affiliations, phone numbers, and email addresses.

Please email all application materials to: Dr. Dale James, djames@welderwildlife.org

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