



## James River Association - Upper James Environmental Educator

**Location:** Lynchburg/Madison Heights, VA

**Telework:** On-site

**Experience:** Entry Level

**Number of Openings:** 1

**Job Status:** Full Time

**Salary Range:** \$45,000–\$55,000

**Reports to:** Regional Education Manager

The James River Association (JRA) is a non-profit organization on a mission to protect the James River and connect people to it. JRA is excited to announce an opening for an Environmental Educator. In this role, you'll deliver engaging, high-quality environmental education programs. This role involves direct participant interaction, program preparation, and operational support to ensure smooth and impactful experiences. Environmental Educators are essential in inspiring environmental stewardship and fostering connections with the James River through hands-on learning and outdoor exploration.

We're looking for someone with excellent communication and interpersonal skills, a passion for environmental education, paddling and boat skills, and a personal interest in the James River.

### ***Responsibilities:***

- **Program Delivery:** Deliver engaging educational programming to participants of various ages, fostering a safe, inclusive, and equitable educational environment that is trauma-informed and supports diverse student populations in exploring new experiences. Manage large student groups during programs to ensure a positive and productive experience for all attendees.
- **Educational Materials, Fleet and Equipment Preparation and Support:** Prepare and organize educational materials, including making copies and setting up activities and learning stations. Assist with preparing the fleet, facilities, and equipment before programs and ensure proper breakdown and clean-up afterward.
- **Gear Maintenance:** Participate in the daily cleaning, maintenance, and minor repairs of program gear to ensure functionality and readiness.
- **Community Engagement:** Represent the organization at community events to build awareness and foster engagement. Build positive relationships with community members, organizations and business to enhance the impact of the program.



- **Administrative Duties** - Assist the Program Coordinator in logging trip details and maintaining accurate records for documentation. Support communications and provide feedback on curriculum effectiveness to improve participant engagement.

***Qualifications:***

- Passion for environmental education and a commitment to the mission and values of the James River Association.
- Ability to work outdoors in various weather conditions and perform physical tasks related to program setup and breakdown, including ability to lift equipment ranging from 40-50 pounds
- Strong group management and experience working with children or adults in an educational or recreational setting.
- Must have strong communication and interpersonal skills and be able to effectively interact with diverse audiences of youth and educators.
- Detail-oriented and organized with the ability to manage multiple tasks effectively.

***Requirements:***

- Bachelor's degree in Environmental Science, Science Education, or a related field, or equivalent experience.
- Must be available for flexible scheduling, including occasional weekends and evenings.
- Ability to travel to various locations within the assigned region as needed to support programmatic requirements and seasonal demands, sometimes on short notice.
- Travel within the James River watershed may be occasionally required for meetings and training.
- Ability to operate JRA vehicles (pickup trucks, 15-passenger vans, with and without canoe trailers) and obtain a valid state issued driver's license
- Comfort with kayaking and canoeing, including basic paddling skills and safety practices.

***Preferred Skills & Experience:***

- 1-2 years of experience delivering environmental, outdoor, and/or experiential programs in outdoor settings, such as rivers, parks, or restoration sites.
- Strong working knowledge of best practices in providing environmental education experience for school-aged students.
- Comfort with boating and fishing activities such as pulling trawl nets, handling various aquatic species, and a willingness to learn and apply basic boating skills, including knot tying.



- Familiarity with field science tools and equipment, such as water quality testing kits, sampling gear, and data collection instruments.
- Certifications such as CPR and First Aid, ACA Kayak and Canoe, Wilderness First Aid, or Wilderness First Responder are preferred to support safety and outdoor program delivery.

**Competitive Salary & Benefits Package:** Includes fully paid employee-only health and dental coverage, life and LTD insurance, generous paid time off (starting at four weeks/year), twelve paid holidays, and 401(k) matched contributions. Professional development and growth opportunities. Dynamic, hybrid/flexible work environment.

The exempt salary range for this full-time position is \$45,000-\$55,000 annually, depending on relevant education and work experience.

**[APPLY by submitting your resume and cover letter through this link.](#)** This position will remain open until filled.

### ***Why Work for the James River Association?***

#### ***We are OPTIMISTS.***

***We believe through individual and collective action, the James River can be preserved and improved, enriching all communities in the watershed.***

#### ***We are CATALYSTS.***

***We are proactive change-makers, not bystanders. We take initiative, bring creativity and passion, and enlist the broader community to drive positive change for the James River.***

#### ***CREDIBILITY is our currency.***

***Our success depends on the trust we build. We operate with integrity and can be relied on as a true, steady, dependable resource grounded in science.***

#### ***COMMUNITY drives everything we do.***

***We believe in the power of community to achieve common goals, honoring a full range of voices in the process. Our efforts consider the varied needs and interests of our watershed communities.***



*We are proud to be an EEO employer. We maintain a drug-free workplace. At JRA, we believe in community, conservation, and driving change. We encourage applications from all backgrounds—if you're excited about working with us, we want to hear from you!*