

Little Traverse Conservancy Environmental Education Specialist

Location: In-person. Harbor Springs office, local school, and field sites

Schedule: Full-time, year-round

Compensation: \$19 - \$25 per hour, commensurate with experience

Benefits: Paid time off

Little Traverse Conservancy (LTC) is a nonprofit land conservation organization serving five counties in northern Michigan: Charlevoix, Cheboygan, Chippewa, Emmet, and Mackinac. Our environmental education programs connect students and community members to the natural world through hands-on, place-based experiences at LTC nature preserves, local parks, and partner sites throughout the region.

The Education Specialist is a full-time, year-round position at the heart of LTC's environmental education work. This person will design and deliver programs for school groups and the public, maintain the equipment and materials that enable quality programming, and contribute to LTC's presence in the community. The position follows an annual June-to-June cycle, transitioning from summer to school year, with a rhythm and emphasis of the work shifting naturally between the two. The Education Specialist reports directly to LTC's Director of Environmental Education and works alongside the Director, a part-time educator, and summer interns to deliver programs.

What You'll Do

Program Delivery

- Lead environmental education programs for school groups, public audiences, and community partners at LTC preserves, parks, and other sites in our five-county area
- During the school year, lead programs 3–5 days per week, with dedicated time for preparation, clean-up, and reflection
- During seasonal periods with reduced programming, shift focus to curriculum development, equipment maintenance, and other organizational projects
- Collaborate with community partners to deliver joint programs
- Foster safe, inclusive, and engaging learning environments for all participants

Program Design

- Design new environmental education programs and adapt existing curriculum within LTC's established best practice framework, with room for creative and pedagogically grounded approaches
- Develop or contribute to curriculum materials, including lesson plans, educator guides, and pre- and post-visit resources for teachers and students
- Align programming with relevant standards and learning outcomes as appropriate

Equipment & Operations

- Maintain, organize, and care for LTC's educational equipment and program materials, ensuring everything is field-ready
- Track supply needs and coordinate restocking as needed
- Assist with program setup, breakdown, and site logistics

Community Presence

- Represent LTC at community outreach events, tabling opportunities, and public-facing programs
- Contribute to social media content related to education programming if interested and as capacity allows
- Assisting with other tasks across departments as needed

What We're Looking For

You do not need to meet every qualification to apply. We encourage applicants from a wide range of backgrounds and experiences.

- Prior experience in environmental education, outdoor education, formal teaching, or a closely related field; this experience is required
- Relevant education in environmental studies, education, natural resources, biology, or a related field is preferred but not required
- Comfort leading programs for a wide range of ages, from young children through adults
- Strong facilitation, communication, and interpersonal skills
- Ability to work both collaboratively as part of a team and independently
- Enthusiasm for working outdoors in varied terrain and weather across all seasons
- Creative, curious, and invested in continuous growth as an educator
- Valid driver's license
- Satisfactory background check required
- CPR/Wilderness First Aid certification, or willingness to obtain

Compensation & Benefits

- \$19 - \$25 per hour, commensurate with experience
- Paid time off
- Training, lesson plans, program materials, and equipment provided
- Ongoing mentorship and professional support from LTC's Director of Environmental Education

To Apply

Applications must be submitted by May 15, 2026. Please submit applications to the Director of Environmental Education, Dylan Klinesteker, at dylan@landtrust.org.

About Little Traverse Conservancy

Founded in 1972, Little Traverse Conservancy has permanently protected over 80,000 acres of land in northern Michigan. Our education programs are grounded in place-based, student-centered pedagogy and a deep commitment to connecting people of all ages to the landscapes they call home. We are committed to building an inclusive and welcoming team.