



# Norman Bird Sanctuary

## 2026 Third Beach Teacher Naturalist Job Description

### **ABOUT NORMAN BIRD SANCTUARY'S SUMMER CAMP:**

For six decades, Norman Bird Sanctuary has welcomed hundreds of campers to our award-winning Summer Camp. In what has become a tradition for many, generations of curious campers have been able to explore our expansive 300-acre outdoor classroom and have fun in nature. Our age-appropriate and innovative camps offer a unique blend of hands-on learning, games, animal encounters and team building. Camp groups utilize our outdoor classrooms and are held in small groups with caring, enthusiastic and professional Teacher Naturalists. For more information about our Summer Camp visit <https://normanbirdsanctuary.org/education/camps/>

### **GENERAL DESCRIPTION:**

Norman Bird Sanctuary is seeking a seasonal Third Beach Teacher Naturalist to develop and deliver marine and coastal educational programs for our Summer Camp program. The Third Beach Teacher Naturalist leads lessons for each camp group every week at Norman Bird Sanctuary's Coastal Education Center (C.E.C.). Third Beach Teacher Naturalist-led programs include but are not limited to: seining; beach, dune, and marsh explorations; and marine identification. This position requires working collaboratively with Teacher Naturalists to ensure beach programs match weekly and daily themes for each camp group. Campers range in age from 6 to 11 years old, and all applicants should be comfortable working with multiple age groups each day. The Third Beach Teacher Naturalist is responsible for the set-up, care, and end of summer cleanup of saltwater aquaria.

**Term of employment: late May/early June through late August 2026, including one week of staff training in June.** Hours are Monday-Friday, 8:00 am–4:00 pm.

### **RESPONSIBILITIES:**

- Develop and deliver marine and coastal educational programs for campers ages 6 - 11
- Work collaboratively with Teacher Naturalists to plan and teach lessons
- Create a safe and welcoming environment for camper learning and exploration
- Act as lead for daily operations at the Coastal Education Center (Drop-Off, Pick-Up)
- Set-up, maintain, and clean up saltwater aquaria and associated materials
- Track and report marine fish and invertebrate species caught and housed at the Coastal Education Center
- Other duties as assigned

### **QUALIFICATIONS:**

- Bachelor's degree or work towards a degree in marine science, biology, or an environmental focus
- Experience identifying and working with marine animals
- Aquarist experience managing tank cleanliness, caring for marine creatures, and monitoring animal diets
- Comfortable working with children ages 6 to 11 years old
- Good written and verbal communication skills
- Able to work outdoors in all weather conditions, walk several miles, and lift medium-weight objects
- Must pass a background check prior to hire
- Preference given to candidates with experience setting up and maintaining freshwater and saltwater aquaria

### **COMPENSATION:**

Hourly wages based upon experience and position, ranging from \$19.50-\$21.00 per hour, paid bi-weekly. This is an exempt, at-will, temporary position. Norman Bird Sanctuary is an equal opportunity employer and encourages applicants of all genders, race, ethnicity, sexual orientation, and persons with disabilities to apply.

**Apply:** <https://recruiting.paylocity.com/recruiting/jobs/All/6b76f84d-e3a2-4f91-a145-797ac3a3b81b/The-Norman-Bird-Sanctuary-Trust>

### **QUESTIONS?**

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