



JOB ANNOUNCEMENT

Environmental Educator

Terms: Limited-Term, part-time position (34 hrs/week, October 2026-August 31, 2027), overtime eligible, with benefits. Term may be extended if funding is available.

Bargaining Unit: Non-union. This position is not represented by AFSCME Council 2, Local 3300.

Job Classification and Hiring Range: Environmental Educator, Range 3. The full range for this classification is \$25.74 – \$33.99 per hour, Steps 1–15 (\$53,539 – \$70,699 annually at full time). The expected hiring range for this position is \$25.74 – \$29.01 per hour, Steps 1–7, depending on qualifications and experience.

Base Schedule: Part-time, 34 hours per week. Employees work a consistent weekly schedule with established start and end times, set in coordination with their supervisor. Scheduling follows school district calendars and classroom availability, with most lessons taught during the school day. Occasional evening and weekend work is required to support District events and programs.

Priority deadline: Applications will be reviewed on a rolling basis and will be accepted until the position is filled. Priority deadline for applications is October 9, 2026.

Position Summary

This position will implement the Wheat Week and Watershed Week youth education programs in addition to serving as a member of Snohomish Conservation District's (SCD) Education and Outreach Team. The Education and Outreach Team promotes and encourages conservation and responsible use of natural resources by providing high quality educational programs and resources to the public. This innovative team of community engagement specialists provides education, outreach, and communications support to all district programs – including Agriculture, Habitat, Community Conservation, and District Operations. This position will report directly to the Education and Outreach Department Director.

About the Snohomish Conservation District

One of 45 Conservation Districts in the State of Washington, the Snohomish Conservation District is a leader among peers with robust programs encompassing agricultural resilience, habitat restoration, urban stormwater, farm planning, youth education, community engagement and more. The District works with farmers, residents, and landowners on a collaborative and voluntary basis throughout our service area that includes Snohomish County and Camano Island. We take the mission of the District to heart - "work cooperatively with others to promote and encourage conservation and responsible use of natural resources" - as we implement successful and innovative projects.

Essential Tasks

These are illustrations of the various types of work performed. The omission of specific duties does not exclude them if the work is similar, related, or a logical assignment to the position.

- Coordinate, schedule, and teach [Wheat Week](#) lessons to 4th and 5th grade classes
- Teach [Watershed Week](#) and other K-12 environmental education lessons and programs
- Disseminate information to local school districts, stakeholders, and teachers via email and phone
- Assist the Education and Outreach Team in their public outreach through informational fairs,

markets, and events

- Create flyers and marketing collateral for events as needed
- Assist with youth led conservation projects
- Provide high-quality and energetic environmental education lessons
- Foster positive relationships with school district staff and community partners
- Assist in further development of SCD's education and outreach programs
- Maintain accurate records of lessons taught, number of students and teachers reached

Required knowledge, skills, and abilities

- Bachelor's degree in elementary education, environmental education, environmental science, natural resources, OR three years of relevant experience.
- At least one year of experience teaching children in an indoor or outdoor setting.
- Demonstrated experience in managing students with hands-on STEM curriculum.
- Commitment to inclusive environmental education experiences that engage diverse audiences.
- Demonstrated proficiency in Microsoft and Google products (PowerPoint, Excel, Google Drive, etc.).
- Flexible and can thrive in a fast-paced environment while wearing several hats.
- Proactive self-starter with a strong sense of taking initiative and moving forward without waiting to be told what to do and how to do it.
- Always learning and willing to constantly think about the next step or opportunity for environmental education within Snohomish County.
- Ability to work independently, prioritize effectively, and use professional judgment.
- Have dependable transportation to and from the SCD office and currently possess or be able to obtain a valid driver's license and be able to pass a background check;
- Be at least 18 years old and able to legally work in the U.S.

Preferred knowledge, skills, and abilities

- Two years of work experience teaching environmental education lessons.
- Comfortable public speaking to audiences of all ages.
- Knowledge of local conservation issues and local flora and fauna.
- Conversational Spanish language ability.

Physical Requirements and Working Conditions

This position requires the ability to:

- Sit or stand for long periods of time in a standard workday
- Drive a vehicle when travel is needed. Must hold a valid, unrestricted Washington State driver's license (or have the ability to acquire upon hire).
- Occasionally lift, pull, carry, push up to 40lbs, and bend, twist, squat, kneel/crawl, and reach overhead.
- Operate a computer.
- Use finger dexterity and fine manipulation.
- Hear and speak to exchange information in person, on the telephone, and via video conference.
- Occasionally work beyond an 8:00 am – 5:00 pm schedule or on the weekend.
- Be prepared to comply with school and school district health and safety protocols.

Benefits

The District offers a comprehensive benefits package which includes:

- Medical, including vision, insurance coverage through Washington State PEBB. The District

covers employee dependent's medical premiums at 80%.

- Dental insurance coverage through Washington State PEBB for benefits-eligible employees. The District covers employee dependent's dental premiums at 100%.
- A monthly contribution to a health reimbursement arrangement (HRA) plan through Voluntary Employees Beneficiary Association (VEBA) for employees who have non-District medical insurance coverage.
- Life Insurance through Washington State Health Care Authority (WSHCA), with coverage paid for by the District.
- Long Term Care coverage through the WA Cares Fund, with premiums paid by the District.
- Long Term Disability through WSHCA.
- Additional voluntary supplemental insurance opportunities are also available.
- Annual (vacation) leave accrued at a beginning rate of 9.33 hours per month, 8 hours of paid sick leave per month and 12 paid holidays each year plus 1 personal day. All PTO hours are prorated to FTE.
- Auto-enrollment into the Deferred Compensation Program (DCP), option to disenroll after hired
- All employees are covered by standard State and Federal programs, including WA Paid Family Medical Leave, Unemployment Insurance, Workers' Compensation, Social Security, and Medicare.
- Access to an Employee Assistance Program
- Terms of compensation and benefits are set by the Board of Supervisors, pro-rated based upon FTE, and may be amended at any time.

Work Location

The position will be based out of our Lake Stevens office. Following a successful probationary period, there may be an option to work remotely part of the time. Many essential functions of this position require in-office or on-site work at specific times, including in-person teaching and presence at SCD events.

Additional Position Information

This position is a limited-term appointment and is not included in the bargaining unit represented by AFSCME Council 2, Local 3300. It is not covered by the collective bargaining agreement between SCD and the Union.

Application Instructions

To apply for this position, please submit the following materials via our website at <https://snohomishcd.org/employment>:

- Cover letter stating why you are interested in this position
- CV or resume detailing your related experience

Candidates who advance in the hiring process may be requested to complete a skills assessment, for example, providing a teaching demonstration.

If you have questions about applying or need accommodation during the application process, contact Sally Cunningham at hr@snohomishcd.org or (360) 631-6736.

Applications will be reviewed on a rolling basis and will be accepted until the position is filled. Priority deadline for applications is October 9, 2026. Position open until filled.

We strive to work in partnership with all, to provide equitable and accessible programming on a nondiscriminatory basis, and to continually improve how we do so. All programs and services of the Snohomish Conservation District are offered on a nondiscriminatory basis, without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or genetic information.