



Salem Sound Coastwatch (SSCW), an environmental non-profit, is hiring a full-time, experienced science educator to be our School to Sea Director. We are looking for an enthusiastic person who is committed to bringing high quality, place-based watershed exploration experiences to the youth of Salem and surrounding North Shore towns in Massachusetts. This is an opportunity to expand STEAM education and inspire curiosity and cultivate an understanding of human impact on our natural world.

Our School to Sea Program provides year-round programming with in-class, after school, boat trips, and summer camp opportunities for over 5,000 students across the North Shore. School to Sea covers topics related to marine science, environmental science, and climate resiliency. The School to Sea Director works closely with the Executive Director and Development Director and will be a member of a dynamic team.

Key Responsibilities:

- Leads programs on salt marsh science, coastal erosion, invasive species, watershed stewardship, local ecology, and more, that support teachers and provide memorable learning experiences for students.
- Works with administrators and teachers to align curriculum and build community relationships.
- Trains, supervises, and evaluates School to Sea educators and interns.
- Designs new curriculum for in- and out of school programs for pre-school through 8th grade.
- Creates, implements, and analyzes assessments for School to Sea programs.
- Works closely with the Executive and Development Directors and the SSCW team to ensure the success and growth of the School to Sea program by developing proposals and writing grants to procure funding for existing and new programs.
- Manages the School to Sea budget, invoicing, and grants.
- Writes an annual report to present the program's accomplishments and metrics
- Supports other SSCW programs and events

SSCW is an equal opportunity employer, and our highest priority is finding the best candidate for the job. We encourage you to apply if you have an untraditional background or do not meet all the qualifications described below. A valid driver's license and reliable transportation are required for an applicant to be considered.

We are looking for applicants with the following qualifications:

Desired Qualifications:

- MA/MS in science/STEM education, environmental science, environmental education, or related field
- Three to five years' experience as a team leader and group facilitator
- Experience teaching multiple ages, from young learners to adults
- Confidence and ability in teaching and leading engaging educational activities among learners of diverse backgrounds, ages, abilities, and group size
- Comfort in curriculum/lesson plan design and implementation, including familiarity with national and state frameworks and best practices
- Comfortable teaching in a variety of settings, including classrooms, public spaces, and the outdoors
- Experience managing risk and safety while working with youth in outdoor settings

- Ability to walk/stand for at least one hour and lift 25 pounds from ground level
- Ability to work independently and as part of a team in a fast-paced environment
- Willingness to be flexible, creative, and problem-solve on the fly
- Strong verbal, writing, and MS Office skills
- Bilingual (English, Spanish, Portuguese) applicants are encouraged to apply

Location: This position is based out of our office, 12 Federal Street, Salem MA.

Schedule: Full-time exempt (40 hours). This position requires occasional early morning, evening meetings, and weekend events. Most duties will be performed on-site at the SSCW office (in Salem, MA), at nearby schools, or public parks/conservation areas.

Salem Sound Coastwatch is committed to cultivating a diverse staff that is representative of the communities we serve. SSCW allows for flexibility to accommodate work-life balance with a combination of remote and onsite. SSCW is an Equal Opportunity Employer and does not discriminate based on age, class, color, disability, ethnicity, faith, gender, national origin, race, or sexual orientation. We are committed to diversity, equity, and inclusion in hiring, workplace, and work.

Salary: \$65,000 – \$74,000 commensurate with qualifications and experience.
We do not provide reimbursement for relocation expenses.

For more information, see salemsound.org.

Application: email cover letter, 2 references, and resume to barbara.warren@salemsound.org

Barbara Warren, Executive Director
Salem Sound Coastwatch
12 Federal Street, Salem MA 01970

Position available immediately