



## Outings Guide (Bilingual) Position Announcement

**Job Title:** Outings Guide (Bilingual)  
**Reports To:** On the Land Program Manager  
**Status:** Permanent, Full-time, Non-Exempt  
**Prepared Date:** June 2022

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Do you love nature and introducing people to the outdoors? Sonoma Land Trust seeks an engaging community leader who is enthusiastic about connecting diverse audiences with the natural world and nature's solutions to climate change. Help grow support for land protection, biodiversity and environmental justice while exploring Sonoma Land Trust's nature preserves throughout Sonoma County.

The Outings Guide bridges the connection between people and nature across a diversity of Bay Area residents, with a special focus on increasing engagement with BIPOC, millennial and gen z community members, in addition to serving our existing audiences consisting of the general public, older adults and donors. This is a growth position, with the potential to take on additional responsibilities over time. Sonoma Land Trust will train the right candidate with aptitude and attitude to succeed.

The Land Trust serves a diverse audience with broad cultural heritages, socioeconomic backgrounds, genders and orientations. We encourage applications from candidates who reflect and value the audiences and populations we serve.

### **Overview**

The Outings Guide leads walks, hikes and presentations for Sonoma Land Trust's On the Land program, whose goal is to increase people's connection with and experience of the natural world. As part of the Community Engagement Department, On the Land program staff work to increase the Land Trust's reach within the various communities in Sonoma County, in accordance with Sonoma Land Trust's [Diversity, Equity and Inclusion Plan](#) and the current [Strategic Plan](#). The Outings Guide interacts with the public on a daily basis, educating them about the important work Sonoma Land Trust does in the community.

### **Primary Responsibilities**

Support all aspects of Sonoma Land Trust's On the Land program as a naturalist, hike leader and field organizer for hikes and outings, and perform administrative functions related to event organization.

- Lead, coordinate and support field activities for hikes and outings.
- Lead outings in Spanish for families and community groups.
- Assist with Language of the Land webinars, including communicating with presenters, hosting online programs and providing A/V support.

- Work with the program manager on community engagement with new audiences — in particular the various BIPOC communities, millennials, gen z and others.
- In collaboration with the program manager, responsible for administrative pre-event and post-event tasks, including creating online registration pages, A/V setup and support, updating internal calendars, website updates, social media posts, tracking and surveys.
- Ensure positive relationships with participants in outings, both during time in the field as well as through pre- and post-outing communications.
- Represent SLT at community events through outreach, leading activities and presenting for community groups, conferences and workshops.
- Make phone calls and electronic communications with Spanish-speaking program participants.
- Answer field inquiries, emails and phone calls regarding the On the Land program's outings and events.
- Prepare and restock hike supplies, including first aid supplies, maps and promotional materials.
- Arrange for logistics needed for field activities, such as van rentals, shuttles, etc.
- Work as part of the Community Engagement department team in furthering SLT's mission.
- Support diverse SLT programs and events as needed.

### **Essential Qualifications**

Sonoma Land Trust is looking for an engaging leader who is enthusiastic about connecting people with nature.

- Associate Degree or equivalent experience in conservation, science, environmental studies, education, communications or similar focus.
- Conversational Spanish language skills.
- Outgoing personality and ability to take charge of a group.
- A good team player who applies cultural humility and self-reflection to their interactions with colleagues, program participants and the general public.
- Experience with software for word processing, spreadsheets and presentations.
- Wilderness 1<sup>st</sup> Aid/CPR certification (or willing to obtain).
- National Association for Interpretation's Certified Interpretive Guide certification (or willing to obtain).
- California Naturalist certification (or willing to obtain).
- Ability to work most weekends and occasional evenings as part of a regular schedule, and, while on hikes, work through breaks with appropriate meal premium compensation.
- Must be able to hike up to 6 miles per day over steep and rugged terrain and be able to lift and carry up to 30 pounds.
- Must have a vehicle to use for SLT business, a valid driver's license and personal auto insurance.
- Experience or willingness to learn to drive a large 4x4 truck over rough terrain and towing a trailer.

### **Preferred Skills and Experience**

- Kayaking
- Photography
- Long-distance hiking experience/ability
- Wilderness First Responder certification
- Lifeguard or water rescue certification or experience
- Community organizing

### **Schedule, Salary & Benefits**

Position is 40 hours per week.

Wages starting at \$23/hour and are commensurate with experience. Benefits include generous employer contributions to medical, dental and vision insurance plans. Employer contribution to retirement plan after 1 year of employment. Paid time off includes 15 paid holidays, paid vacation based on tenure and personal and parental leave in accordance with SLT policies and procedures.

This position is located at the Sonoma Land Trust office in Santa Rosa, California. Field work is required most weekends and some evenings.

### **About Sonoma Land Trust**

Sonoma Land Trust works in alliance with nature to conserve and restore the integrity of the land, with a focus on climate resiliency. The organization is also committed to ensuring more equitable access to the outdoors. Since 1976, the nonprofit Land Trust has protected more than 56,000 acres of scenic, natural, agricultural, and open land for future generations. Sonoma Land Trust is accredited by the Land Trust Accreditation Commission and was the recipient of the 2019 Land Trust Alliance Award of Excellence. For more information, please visit [sonomalandtrust.org](https://sonomalandtrust.org).

We are passionate about building and sustaining an inclusive and equitable working environment that is representative of the communities we serve. We know that having varied perspectives leads to better outcomes to solve the complex problems of conservation, climate change and environmental justice in Sonoma County.

### **To Apply**

Please email your resume and cover letter to [staffing@sonomalandtrust.org](mailto:staffing@sonomalandtrust.org). Applications will be reviewed in early August, and the position will remain open until filled.

### **Sonoma Land Trust is an Equal Opportunity Employer**

We strive to create a diverse and inclusive organization and encourage applicants from all cultures, races, colors, religions, national or regional origins, sexes, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.