



Teen & CIT Coordinator

Our Mission Wild Earth nurtures the development and empowerment of youth by fostering reciprocity with nature, cultivating regenerative practices, and uplifting equity and environmental justice.

The **Teen & CIT Coordinator** develops and leads nature immersion programs for adolescents and coordinates the CIT program. They are responsible for leading program teams, partnering with families and developing programs that foster the interests and leadership skills of adolescents. The Teen & CIT Coordinator has excellent communication skills and a strong understanding of teenage development and is able to support their developmental needs compassionately and effectively.

At Wild Earth, staff collaborate in a participative leadership framework to uphold the organization's vision and mission. Employees participate in consensus decision making & work together in committees that are pertinent to their expertise to support org-wide initiatives.

Foundational Role (15%): Our foundational roles as team members uphold the mission, vision and values of our work. We achieve this through staff meetings, retreats, internal communications, administrative responsibilities, professional development and training opportunities.

Core Role • Essential Duties and Responsibilities (85%):

- Coordinate teen programming and teaching teams
- Lead programs outdoors in all seasons and weather conditions at Wild Earth's land in Kerhonkson with preadolescent and adolescent youth
- Support indoor/outdoor programs on public school campuses, primarily in Kingston, with middle school aged children
- Coordinate the CIT program, including interviewing, communicating and coaching
- Develop a highly collaborative approach to working with colleagues on cultivating CIT leadership
- Develop programming, curricula, & partnerships
- Communicate closely with guardians
- Guide youth to work through conflict with vulnerability and respect
- Administer first aid and/or call on support
- Review and uphold all current Wild Earth COVID and safety policies and procedures
- Receive and offer constructive feedback to support youth development and effective teamwork
- Play a support role under programmatic leadership of colleagues
- Center the healthy development of youth in decision making
- Respond promptly and constructively to team communications

Core Skills



- Excellent outdoor risk assessment and mitigation skills
- Communicates with clear and impactful language when guiding youth
- Excellent project management skills, with attention to details and deadlines
- Excellent emotional regulation and ability to support team members through challenges
- Strong understanding of childhood development and behavioral support
- Commitment to creating a supportive & respectful environment, welcoming to those with identities historically excluded from outdoor ed such as BIPOC, LGBTQIA+, women and girls
- Self-reflective, committed to personal growth, and actively seeks feedback and support
- Provides team members with actionable feedback and support to foster leadership development

Bonus Skills

- Spanish proficiency
- Experience with teen programming
- Experience working with staffing (ie: recruitment, interviewing, staff support, coaching, etc)
- Experience with earth living skills
- Expertise in supporting neurodiverse populations

Hours: 40 hours / week with five hours of built in flex time. Flexible schedule including weekend responsibilities. Remote work possible for administrative responsibilities.

Compensation: \$45k-\$50k / year plus benefits, including health insurance, retirement, and paid time off.

Start Date: Send a cover letter and resume to jobs@wildearth.org.

Equal employment opportunity and having a diverse staff are fundamental principles at Wild Earth, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, gender identity or expression, pregnancy, sexual orientation, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.