

**Job Title:** Education Specialist

**Location:** Carolina Raptor Center (CRC), Huntersville, NC

**Department:** Avian Ambassador Team

**Reports to:** Education Manager

**Employment Status:** Full-Time (40 hours/week)

**FLSA Status:** Exempt

**Compensation:** \$36,000

**Work Schedule:** Includes regular weekend and/or holiday work

## **Position Summary**

Carolina Raptor Center is seeking a dedicated Education Specialist to join our Avian Ambassador Team. This full-time position plays a vital role in furthering education and conservation by presenting public and private programming to diverse audiences. The Education Specialist is responsible for creating, scheduling, developing, evaluating and conducting conservation-based education programs and daily husbandry operations for ambassador birds. This role requires strong organizational skills, a proactive approach, and a commitment to conservation, animal welfare, and teamwork.

## **Key Responsibilities**

### **Educational Programs and Events**

- Design, develop, and deliver education programs with live birds, including formal onsite and offsite outreach programs for schools, camps, etc.
- Schedule programs and communicate with teachers and coordinators participating in education programs.
- Engage with visitors through public educational experiences such as Keeper Chats and bird encounters.
- Assist with morning, evening and weekend events, such as International Vulture Awareness Day and Owl-O-Ween.
- Support free-flight bird programs, including seasonal events like the Summer Bird Show.
- Assist with evaluation methods for programs and events that maintain data collection efforts.

## **Animal Husbandry**

- Participate in routine husbandry operations, including enclosure cleaning, water changes, enrichment and maintenance in compliance with local and federal government regulations.
- Prepare and deliver daily diets for birds and administer medications as needed.
- Maintain accurate and up to date records in RaptorMed.
- Observe and document avian behavior and health and collaborate with the hospital team and veterinary staff to support avian health care.
- Participate in collection management planning, welfare assessments, and exhibit updates.

## **Bird Training**

- Develop and implement individualized training plans for ambassador birds using operant conditioning techniques.
- Train and maintain behaviors for designated ambassador birds, including behaviors for husbandry, medical, and educational needs.

## **Intern and Volunteer Programs**

- Manage the Education Intern.
- Assist with onboarding and training volunteers and interns to support daily operations and departmental goals.
- Collaborate with the Education Manager and Volunteer Manager to develop and lead Carolina Raptor Center's docent program.
- Create and deliver mission oriented continuing education opportunities for volunteer docents.

## **Qualifications**

### **Minimum Requirements**

- Bachelor's degree in a related field; Experience may be substituted for a degree.
- Minimum of 2 years of professional experience in education, animal care, or conservation programming.

- Certified Interpretive Guide and/or Environmental Education Certifications are preferred.
- Strong communication skills (verbal and written).
- Excellent public speaking skills and comfort delivering educational content to varied audiences.
- Effective time management and organizational skills.
- Required to work independently while executing good judgement.
- Professional, team-oriented attitude and commitment to the mission of Carolina Raptor Center.
- Valid driver's license required.

### **Knowledge, Skills, and Abilities**

- Knowledge of effective education and interpretation strategies.
- Strong understanding of animal care, handling, and training as well as best practices working with live animals during programs.
- Proficient in animal record keeping systems and Microsoft Office (Excel, Word, PowerPoint).
- Ability to operate motorized equipment and perform physically demanding tasks.
- Ability and comfort to work with sick/injured birds, cleaning agents, and zoonotic risks.

### **Physical Demands & Work Environment**

- Work is performed in both indoor and outdoor settings, often in variable weather conditions.
- Must be comfortable working outdoors and in close proximity to wild animals.
- Programs may be conducted offsite and require operating a cargo van for travel.
- Must be able to lift and move up to 50 lbs.

- Required to sit, stand, walk, bend, kneel, stoop, and handle animals, including capture and restraint of birds weighing up to 25 pounds.
- Occasional exposure to noise, chemicals, and biological hazards.
- Must be able to work weekends, evenings, and holidays as scheduled.

## **Benefits**

Carolina Raptor Center offers a competitive benefits package to eligible employees, including medical, dental, and vision insurance. Other benefits include 403(b) retirement plan, and paid time off (PTO).

## **Additional Information**

This job description outlines the general nature and level of work expected. It is not an exhaustive list of all duties, responsibilities, and qualifications required. The Carolina Raptor Center is an Equal Opportunity Employer and provides reasonable accommodation to enable individuals with disabilities to perform essential functions.

CRC is an Equal Opportunity Employer committed to inclusive hiring and dedicated to diversity in its work and staff. Employment decisions are made without regard to race, color, religion, gender, sex, national origin, physical or mental disability, age, sexual orientation, veteran status, or any other characteristic protected by applicable state or federal law. Carolina Raptor Center encourages candidates of all groups and communities to apply for this position.

## **To Apply:**

Please email cover letter and resume to [apply@carolinaraptorcenter.org](mailto:apply@carolinaraptorcenter.org). No phone calls please.

**Interview correspondence for this position begins 9/16/25**