

**TEXAS WILDLIFE ASSOCIATION**  
**EMPLOYMENT OPPORTUNITY ANNOUNCEMENT**



**Position Title:** Conservation Educator (Hill Country)  
**Deadline:** May 1, 2026, or until filled  
**Start Date:** June 2026  
**Location:** Focused in the ‘Hill Country’ (Bandera, Edwards, Gillespie, Kerr, Kinney, Llano, Mason, Real, and Uvalde counties)  
**Term:** Year-round  
**Compensation:** Full-time Independent Contractor of TWA (non-salaried position)  
**Reports To:** Conservation Education Specialist

**ABOUT TEXAS WILDLIFE ASSOCIATION’S CONSERVATION LEGACY PROGRAM:**

Conservation Legacy programs strive to empower and educate generations of Texans about land stewardship, engaging them in the natural world from the classroom to the great outdoors. Conservation Legacy programs deliver the private lands stewardship message using hands-on, science-based interactive lessons, and facilitate natural resource literacy by creating tangible relationships in the outdoors for K-12 students and teachers to utilize in formal and informal educational venues.

**GENERAL POSITION DESCRIPTION:**

This position will involve working with all aspects of the Conservation Legacy (CL) Youth Education Program to accomplish the educational goals and objectives of the Texas Wildlife Association (TWA) and Texas Wildlife Association Foundation (TWAF) in the Hill Country area.

The Conservation Educator is part of the Conservation Legacy Program team and is responsible for 1) delivering TWA’s natural resources and private land stewardship lessons to youth (primarily in Grades K-8) in formal and informal educational venues and to formal and informal educators via workshops and professional networks; 2) creating awareness, imparting knowledge and appreciation of our natural resources and the importance of land stewardship to students and educators; 3) increasing an understanding of practical land management practices that promote wildlife conservation; 4) imparting skills, techniques, responsibilities, and values by promoting natural resource conservation education opportunities on private lands; 5) recruiting, educating, and providing leadership to volunteer leaders, urban residents, and youth participants about natural resources stewardship; and 6) providing, facilitating, coordinating, and highlighting events and activities of the Texas Wildlife Association.

**The ideal candidate** is one that is passionate about natural resources stewardship, educating youth, and empowering educators. As an independent contractor of TWA, someone that does not require employment benefits (i.e. health insurance) either due to retirement or other personal circumstances, and also enjoys a flexible working environment and schedule, will find the position rewarding and enjoyable. Successful Conservation Educators are self-motivated, actively promote program availability, enjoy teaching indoors and outside, and are active with the Conservation Legacy team.

**CONSERVATION EDUCATOR RESPONSIBILITIES:**

- (1) Promote, deploy, evaluate, and assist in the development of “Wildlife by Design” classroom presentations for youth Grades K-8.
- (2) Coordinate and facilitate Professional Development workshops for formal and informal educators.
- (3) Promote and assist in the deployment of Land, Water & Wildlife Expeditions.
- (4) Promote the programs of Conservation Legacy and TWA.
- (5) Participate in local events to promote the programs of TWA.
- (6) Establish professional connections with area organizations to increase awareness of TWA and its programs.
- (7) Collaborate with the CL Team to develop and enhance the youth education programs.

**WORKING CONDITIONS:**

- (1) Independent Contractor Agreement will outline all work to be performed for and on behalf of the Texas Wildlife Association.
- (2) Resides in the Hill Country area, preferably in Kerr County.
- (3) Estimated 40 hours per week.

- (4) Variable work hours including some evenings and weekends.
- (5) Will work out of home office, that has available storage for equipment.
- (6) Frequent travel to and from activities and events, utilizing personal vehicle.
- (7) Will work in classrooms and the outdoors.
- (8) Use of personal computer, printer, and associated office supplies.
- (9) Contract fees and mileage is invoiced and paid on a monthly basis.

**MINIMUM QUALIFICATION REQUIREMENTS:**

**Education Required:**

High school diploma or GED

**Experience Required:**

At least five (5) years experience teaching natural resources education or working within the formal education system.

**License Required:**

Must possess or be able to obtain a Texas class “C” vehicle operator’s license.

**Education Preferred:**

Bachelor’s degree in wildlife, natural resources, or education with a natural science background.

**Experience preferred:**

- (1) Passion for teaching youth in classroom and outdoor settings.
- (2) Knowledge of natural resources, natural resource issues, Texas flora and fauna, and the human/wildlife interface.
- (3) Experience in working with youth, teachers, and volunteers.
- (4) Familiar with basic computer programs (Microsoft Suite and Teams, Zoom, Adobe, Google docs).
- (5) Knowledge of the Texas Essential Knowledge and Skills (TEKS) standards.
- (6) Experience teaching in formal and informal settings.
- (7) Experience in planning and implementing presentations, workshops, and public events.

**SELECTION CRITERIA:**

- (1) Knowledge and personal experience related to hunting, conservation, land management, natural resource education and youth development.
- (2) Skilled oral and written communication, knowledge of written English, including grammar and punctuation with an ability to communicate effectively both verbally and in writing in a courteous and professional manner.
- (3) Ability to deliver professional written and oral presentations to educators, landowners, youth and general public.
- (4) Ability to manage time effectively, organizing, and completing multiple tasks simultaneously.
- (5) Ability to demonstrate excellent work habits including being reliable, punctual, efficient and able to follow instructions.
- (6) Ability to be a ‘self-starter,’ work independently with minimal supervision, and exercise creativity and initiative in accomplishing tasks.
- (7) Ability to use personal computers with compatible word processing, spreadsheets, and database management software including the Microsoft Suites of programs (Word, Excel, PowerPoint, Teams), have Internet, and email experience.
- (8) Ability to maintain records and files and assist with preparation of reports and correspondence.
- (9) Ability to work cooperatively with educators, staff, members, and volunteers in a team environment.
- (10) Ability to assist with TWA’s and TWAF’s educational opportunities in a team environment.

**ADDITIONAL REQUIREMENTS:**

- (1) Cover letter referencing the position ‘Conservation Educator (Hill Country)’
- (2) Resume and list of three (3) references must be submitted.
- (3) Must complete and satisfactorily pass a background check.
- (4) Independent Contractor Agreement must be signed upon hiring.

**SEND LETTER OF APPLICATION AND RESUME TO:**

Sarah Hixon Miller & Kassi Scheffer-Geeslin, Texas Wildlife Association, 6644 FM 1102, New Braunfels TX 78132 | outreach@texas-wildlife.org

AN EQUAL OPPORTUNITY EMPLOYER

