



Call of the Sea (COTS) Job Description-Education Manager

Call of the Sea is a 501(c)(3) nonprofit dedicated to providing on-the-water environmental education since 1984. Our mission is to expand ocean access and deepen understanding of marine conservation and nautical heritage.

We empower students of all ages and backgrounds to become environmental stewards and transform their world through science-based learning experiences on board our traditionally rigged tall ships, the brigantine *Matthew Turner* and schooner *Seaward*.

Compensation: \$57,000/year plus benefits including sick leave, vacation, paid holidays, and retirement.

Hiring Process: Please submit a cover letter, resume and references at <https://callofthesea.org/work-with-us/> Applications will be reviewed as they are received. Application deadline is June 1, 2026.

This is a full-time position (40 hours per week) generally working hours are Monday-Friday but may include some weekend days during the sailing season. This is a year-round position. Our seasons are:

- Spring: March- June - Educational sails with local schools
- Summer: June - September - Summer camps/Short overnight trips
- Fall: September - November - Educational sails with local schools
- Winter: December - February - Planning and some educational activities

Responsibilities:

- Manage and enhance documentation of COTS' educational programs, curriculum & materials.
- Integrate assessment tools and collect feedback to modify curriculum to better suit the needs of program participants.
- Design new culturally appropriate educational programs, curriculum and relevant materials.
- Train deckhand educators and provide periodic coaching and feedback for the teaching of existing and new curriculum
- Utilize community and volunteer resources to support robust training for deckhand educators
- Stay informed on Next Generation Science Standards (NGSS), Social-Emotional Learning (SEL), STEAM education and topics such as inquiry-based learning, and responsible environmental behavior
- Foster a positive and inclusive work community culture, and establish supportive relationships with staff, volunteers, community members, and other participants
- Coordinate and collaborate with Vessel Operations and Business Development to ensure clear and effective staff scheduling & address human resources issues.
- Provide day to day management of school field trips and summer camp programs
- Substitute for educators in the field, as needed
- Collect data and metrics to support grant applications and fundraising
- Ensure the organization and quality of Call of the Sea science equipment, data and materials

Qualifications of an ideal candidate include:

- Significant background in teaching marine science to youth
- Significant experience with youth experiential education
- Prior experience developing culturally relevant science & sailing curriculum to serve the needs of a broad range of student populations, ages 8 - 22
- Prior experience designing/analyzing education assessment tools
- Strong collaboration skills working with internal and external stakeholders
- Strong program management skills with ability to create and manage multiple simultaneous projects
- Excellent oral communication and leadership skills
- Common sense approach to problem solving
- Personal and/or professional connections with greater Bay Area communities we serve
- **Special consideration to applicants with Spanish language fluency**

Call of the Sea understands that qualified applicants may not have experience in all areas mentioned. If you have a strong interest in this position and meet a significant portion of the requirements, we encourage you to apply.

Call of the Sea abides by California and Federal law in regard to protected status of any type. These policies include, but are not limited to, hiring and termination of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and members of the public.