



Golden Gate Bird Alliance Job Announcement

Birding For Everyone Fellowship Mentor

Position Title: Birding For Everyone Fellowship Mentor
Employee Payroll Status: Part-time
Reports to: Golden Gate Bird Alliance Deputy Director
Location: Various locations around the Bay Area, remote

[Golden Gate Bird Alliance](#) engages people to experience the wonder of birds and to translate that wonder into actions that protect native bird populations and their habitats. Founded in 1917, we are one of the oldest and most respected conservation organizations in the Bay Area. Golden Gate Bird Alliance is an independent non-profit, affiliated with the National Audubon Society.

We accomplish our mission by connecting people of all ages with birds and the natural world, conserving and restoring habitat, and engaging Bay Area residents in the protection of our shared, local environment. Golden Gate Bird Alliance has over 7,000 members and supporters in San Francisco and the East Bay, an active Board of Directors, and a staff of six who mobilize over 2,000 volunteers each year.

The Position

In October of 2022, Golden Gate Bird Alliance launched its Adult Education Fellowship program: Birding for Everyone Fellowship. The mission of the Birding for Everyone Fellowship is to develop and empower the next generation of BIPOC (Black, Indigenous, and People of Color) conservation leaders. We strive to develop and elevate conservation leaders of color to better serve their communities and our collective birding community. Secondly, we aim to cultivate conservation leaders from other underrepresented communities: members of the LGBTQ community, people with disabilities, and people from marginalized socio-economic groups.

Once Fellowship recipients are chosen from the applicants, they will be connected with the Mentor. Under the guidance and training of the BFE Advisor and Communications Director, the Mentor will work with the students to identify their personal and career goals and then advise on

class selection to best suit their needs. The Mentor will be available to the students throughout the year to help guide them through their ongoing education journey with Golden Gate Bird Alliance, including helping the participant get the most out of their classes, providing emotional support if the participant doesn't feel welcome or comfortable and liaising with the instructor of the mentee's classes. The Mentor will facilitate bonding, networking, and discussion within the cohort, as well as develop leadership skills for future mentors.

Fellowship recipients will be selected annually in mid-November for the upcoming year. A maximum of ten recipients will be awarded Fellowships for the one-year period. Registration for Adult Education classes happens in August for Fall classes, December for Winter and early-Spring, and February for Spring, and May for Summer. The Mentor should be available during these periods for 5-6 hours per week. During other parts of the year the Mentor should be available for a monthly group activity and as needed, for an estimated 5-8 hours per month. The Mentor will be expected to organize and attend the Birds of the Sierras Trip (typically 2 ½ days and 2 full days over a long weekend) in early June.

The Birding for Everyone Fellowship Mentor position will begin in October 2026. The total hours for the year may be 100-150 hours, unless there is Executive Director approval for additional hours.

Duties and Responsibilities

- Outreach and ongoing communication with Fellowship recipients. The mentor should meet one-on-one with each fellow for an introductory meeting at the beginning of the year and exit interview at the end of the year. Additionally, the mentor will check in with the fellows quarterly in group sessions or individually, based on their preference and needs.
- Facilitate 2-4 hour monthly group activities to encourage peer relationships.
- Assessing the personal and professional goals of Fellowship recipients.
- Being knowledgeable about Golden Gate Bird Alliance's Adult Education class offerings and instructors and providing guidance on class selection based on the needs and goals of the students.
- Providing support of participants and liaising with instructors to strive for changes that support and welcome diverse students.
- Assess leadership capability of participants and prepare fellows for leadership within Golden Gate Bird Alliance, including future Birding For Everyone mentors, board service, field trip leaders, conservation committee leadership, and class instructors.
- Ongoing communication with the Golden Gate Bird Alliance Communication Director and Adult Education Volunteer Coordinator to stay informed about upcoming class offerings.

- Provide ongoing feedback to Golden Gate Bird Alliance Communications Director, Adult Education Advisor as to whether the Fellowship program is achieving its goals, and if the Fellowship recipients are having a positive experience.

Qualifications

- Preferred two-year commitment in the role
- Knowledge and passion for the principles of Equity, Diversity, and Inclusion in the context of access to nature.
- Experience working with, and engaging underserved communities, especially members of the BIPOC (Black, Indigenous, and People of Color) and LGBTQ+ communities.
- Familiarity with Golden Gate Bird Alliance's Adult Education program.

Critical skills

- Strong active listening skills and ability to facilitate productive discussion
- Advisory or consultative skills
- Ability to communicate complex topics, verbally and written
- Organization, scheduling, and time management skills

Compensation and Benefits

Hourly wage of \$50. Expected commitment will be 5-6 hours per week during our three class enrollment periods plus 2-5 hours per month as needed to maintain contact with students throughout the year, for 75-100 hours total. This is a non-benefited position.

Golden Gate Bird Alliance is an equal opportunity employer. People of color, women, people of all sexual orientations, and those with diverse backgrounds are strongly encouraged to apply. Our staff and board value diversity and are committed to respect and inclusiveness.

To apply, please send a resume and cover letter to jobs@goldengatebirds.org. **We are accepting applications through September 4, 2026.**