

Outdoor Programming Manager

Team: Pinelands Adventures

Employment Type: Full Time

Work Location: On-site across multiple locations

Reports To: Pinelands Adventures Manager



Salary & Benefits

Salary Range: \$55,000 – \$58,000, commensurate with experience.

Benefits Include:

- Access to a health insurance plan
- Life and disability insurance
- Access to a matching retirement savings plan after one year of employment
- Generous vacation time and paid holidays
- Professional development and training opportunities
- Employee access to outdoor programs and activities
- A supportive, mission-driven work environment focused on conservation, education, and community impact

About the Role

Pinelands Adventures is seeking a highly motivated **Outdoor Programming Manager** to lead the planning, coordination, and delivery of meaningful outdoor programs and guided experiences across Alliance properties and partner sites. This role requires a creative, strategic, and hands-on leader committed to providing inclusive, high-quality outdoor experiences.

This position requires a **5-day work week**, with **most or all weekends required from April through October**. Weekday schedules will vary based on program needs.

About Pinelands Adventures

Pinelands Adventures is the premier paddling outfitter in New Jersey's Pine Barrens, offering paddling trips, guided hikes, and small-group bus tours that highlight Pine Barrens ecology, culture, and history for the public, schools, and groups.

As part of the nonprofit **Pinelands Alliance**, we are dedicated to sharing and protecting the Pine Barrens. Pinelands Adventures thrives because our entire team cares — we care about each other, about the quality of our customers' experiences, and about protecting and sharing the Pine Barrens ecosystem.

Our reviews reflect the passion and commitment behind our work, showing how we've taken ecotourism to a whole new level.

Key Responsibilities

Program Development & Leadership

- Oversee design, planning, and execution of outdoor programs and activities, ensuring alignment with organizational goals
- Organize guided programs across Alliance properties and partner sites
- Lead select outdoor programs and educational experiences
- Develop and implement innovative, mission-driven programs, tours, and events for diverse audiences
- Work with Alliance communications staff to create compelling marketing content for social media and other channels

Staff Leadership & Support

- Coordinate all elements of program delivery—from staffing to logistics—ensuring that events and programs are organized from start to finish
- Find, recruit, and schedule qualified guides, instructors, and subject-matter experts to lead programs
- Mentor and train program staff, including guides and seasonal personnel
- Meet or exceed program goals and budgets

Partnerships, Outreach & Relationship Building

- Maintain relationships with schools, scout groups, civic organizations, nonprofits, corporations, and other community partners
- Connect with new groups to develop relationships, expand outreach, and generate new business
- Build and maintain strong connections with education, conservation, and outdoor-focused organizations
- Develop and schedule activities tailored to group needs
- Attend tabling events throughout the year for outreach and promotion
- Co-lead or attend select guided tours as needed

Qualifications

- Proven experience leading outdoor recreation and education experiences
- Strong commitment to environmental stewardship and ecological sensitivity
- Highly motivated team player with excellent communication and interpersonal skills
- Flexibility to work weekends and occasional evenings as required
- Strong communication skills to effectively represent the mission and values of the Pinelands Alliance

Commitment to Inclusion

Pinelands Adventures is dedicated to advancing justice, equity, diversity, and inclusion in its staff and programs. We strive to ensure everyone feels welcome to enjoy the Pinelands through low-impact recreation and accessible outdoor experiences.

All qualified applicants will receive consideration for employment **without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender, or disability**.

How to Apply

Email your cover letter and resume to vince@pinelandsadventures.org explaining why you are an excellent fit for this position.