



JOB TITLE

Wildlands Express Driver

POSITION SUMMARY

Wildlands Express Drivers provide essential shuttle services for the Catalina Island Conservancy, connecting visitors to the island's natural beauty, interior wildlands, and educational sites. Operating in remote areas, this role safely transports passengers in commercial vans along designated routes and scheduled timetables. Drivers serve as public-facing ambassadors of the Conservancy, delivering high-quality customer service while upholding safety standards. In addition to driving, the role includes light maintenance and custodial tasks at shuttle stops and in Conservancy vehicles. Positions are available for both full-time and part-time schedules, based on operational needs.

LOCATION & SCHEDULE

- On-site role based in Avalon, on Catalina Island.
- Full-time roles follow a 4/10 schedule (four 10-hour shifts per week) and may include weekends and holidays. Part-time schedules may be available.

KEY RESPONSIBILITIES

- Safely operate a passenger van shuttle along designated routes, including narrow, unpaved interior roads.
- Navigate remote areas of the island and respond independently to unexpected conditions.
- Transport staff, guests, and materials while ensuring comfort, safety, and professionalism.
- Provide outstanding customer service and act as a welcoming representative of the Conservancy.
- Assist passengers with boarding, disembarking, and luggage handling; safely enter and exit vehicles as needed.
- Share basic information about shuttle destinations to enhance the visitor experience.
- Perform thorough pre- and post-trip vehicle safety inspections and report issues promptly.
- Maintain accurate logs and submit daily safety and vehicle readiness reports.
- Clean, fuel, and maintain vehicles to ensure reliability and safe operation.
- Perform light custodial and maintenance duties at shuttle stops, including public restrooms and trash removal.



- Handle cleaning equipment and supplies safely and efficiently.
- Operate radio communication equipment professionally and in line with Conservancy protocols.
- Support visitor services, including welcoming guests, issuing shuttle tickets, and sharing information about Conservancy programs and destinations.
- Adhere to all Conservancy safety procedures, policies, and training requirements.

PHYSICAL REQUIREMENTS

This role requires the ability to:

- Sit for extended periods while operating a vehicle.
- Safely enter and exit commercial vans multiple times per shift.
- Lift and carry up to 30 pounds, including luggage and cleaning supplies.
- Perform routine cleaning tasks, including bending, reaching, and standing for periods of time.
- Work outdoors in a variety of environmental conditions, including heat, cold, rain, dust, and uneven terrain.
- Maintain alertness and focus during long stretches of driving on winding, unpaved roads.

QUALIFICATIONS

Skills and Abilities

- Demonstrated ability to safely operate commercial passenger vans with attention to safety, attentiveness, and passenger comfort.
- Strong customer service and interpersonal skills, with the ability to represent the Conservancy in a professional and welcoming manner.
- Clear and effective oral and written communication skills; able to interact with visitors, coworkers, and public agencies, including law enforcement.
- Comfortable working in rugged outdoor conditions, including heat, cold, wind, dust, and rain.
- Able to assess environmental and road conditions to support safe decision-making.
- Detail-oriented with the ability to maintain accurate logs, records, and incident reports.
- Flexible availability, including weekends, holidays, and overtime as needed.
- Proficient in using basic communication and service tools such as telephones, point-of-sale systems, and radio devices.
- Able to build and maintain positive working relationships with colleagues, Conservancy partners, and the public.



- Spanish language skills are a plus but not required.

Certifications & Licensing

- Valid California Class C driver's license with Passenger Vehicle (PV) endorsement; must have a clean driving record.
- Current First Aid, CPR, and AED certification preferred.
- Must maintain Medical Examiner's Certification per Federal Motor Carrier Safety Regulations.
- Willingness to participate in ongoing training related to vehicle safety and applicable transportation regulations.
- Subject to the Conservancy's Drug- and Alcohol-free Workplace Policy and MVR (Motor Vehicle Record) reviews.

Education & Experience

- High school diploma or GED preferred.
- Relevant driving and customer service experience required.

COMPENSATION & BENEFITS

Estimated Starting Salary Range:

\$22.45 - \$22.75 per hour, depending on experience

We're proud to support the health and wellbeing of the people we employ. We offer a competitive, comprehensive benefits package that includes healthcare coverage, flexible spending accounts, 403(b) plan with a 3% employer contribution and a 5% match — fully vested after 2 years, accrued paid time off, life insurance, disability coverage, an employee assistance program, professional development, and other benefits that support work-life balance. Full benefits package available only to full-time employees.

HOW TO APPLY

Please send a resume to jobs@catalinaconservancy.org, listing the job title in the subject line.

EQUAL OPPORTUNITY COMMITMENT

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.



OUR STORY

The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.

The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy. Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.

The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy "Wildlands Ecosystems" but also inspires the nearly 1.2 million visitors to other parts of the Island. Recreation, educational engagement, service opportunities, and partnerships connect the Island's unique resources to people's lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.