

Outdoor Program Instructor

Salary \$95 to \$105 per day (depends on experience) plus off-site staff housing and work day meals provided (equivalent to \$172.77 per week)

Full Time: Seasonal Position February 7 - November 15, 2022

Sierra Nevada Journeys Grizzly Creek Ranch, Portola, California



SIERRA NEVADA JOURNEYS

Sierra Nevada Journeys is committed to delivering innovative outdoor, science-based education programs for youth to develop critical thinking skills and to inspire natural resource stewardship. Sierra Nevada Journeys prioritizes diversity, equity, and inclusion. We believe that active reflection, engagement, and commitment to these principles is crucial to creating a workplace that has diverse perspectives.

We believe that environmental education and outdoor recreation should be accessible for all, and we are committed to prioritizing those in our community with the least access. We strive to build our workforce and programs around our ability to serve communities diverse in race, ethnicity, gender, sexual orientation, age, physical and mental ability, values and perspectives.

To achieve this vision, we focus on building sustainable partnerships with schools and communities that serve the youth who have the least access to high-quality science education and outdoor learning experiences. We invite continuous voice from these partners, and the youth and families they serve, to inform how we design and deliver culturally relevant and inclusive programs. It is with this vision in mind that we pursue our mission, striving to become the equitable and inclusive organization that the youth of our communities deserve.

WHO WE WANT

When you join our team at Sierra Nevada Journeys you can expect to be part of [an inclusive, innovative and equity-focused community](#) that requires broad collaboration among staff, students and partners. We value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, abilities and orientations.

Therefore, we prioritize applicants who demonstrate they understand the benefits diversity brings our organization. The successful candidate will be an equity-minded individual committed to collaborating with staff, students and partners to deliver innovative outdoor and science education programs for youth.

We recruit a workforce that reflects our audience. We value our employees by fostering a culture where the unique backgrounds and perspectives of our staff are seen and heard, and by providing sustainable compensation, mentorship and professional development opportunities.



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JOB DESCRIPTION

Sierra Nevada Journeys is seeking Outdoor Program Instructors with experience delivering culturally relevant camp-based programs for schools and community partners. This is a nine-month seasonal position with varying responsibilities.

During the spring and fall seasons, Instructors' primary responsibility is delivering residential, one-to-five-day outdoor science education programs serving 5th and 6th grade students from regional elementary and middle schools. All lessons build upon the foundation of hands-on science and collaborative problem solving, with a focus on critical thinking, exploration, and environmental stewardship. Instructors lead groups of 12-to-15 students, and responsibilities include facilitating large group activities, leading meals, and evening programs. All lessons are written according to Next Generation Science Standards (NGSS) and we train our employees using University of California at Berkeley's BEETLES (Better Environmental Education, Teaching, Learning & Expertise Sharing) teaching techniques and pedagogy. Sierra Nevada Journeys' school programs see several thousand participants each year.

During the summer season, Sierra Nevada Journeys delivers both residential summer camp and community partner programs, including camps for people with disabilities and camps for teen leadership development. During our week-long summer camps, Instructors facilitate activities such as the challenge course, swimming, kayaking, and leadership programs. Instructors may find themselves in a summer camp leadership position such as head lifeguard, staff mentor, cabin leader or challenge course assistant. During community partner camps, Instructors deliver programming using the challenge course and social-emotional learning (SEL) competencies to facilitate leadership experiences. Instructors also assist organizations that serve people with disabilities by adapting traditional outdoor activities to provide an enriching experience for their participants. Many of our community partners also bring participants to camp on the weekends in the spring and fall seasons; additionally, Instructors work with these groups to meet their program goals.

Instructors are directly responsible for ensuring that attending schools and community groups and participants' educational outcomes are met. Instructors are supervised by the Logistics Coordinator. To learn more about this position, please visit sierranevadajourneys.org/opi-faqs. For more information about outdoor science school and community group programs, please visit: sierranevadajourneys.org/ool and sierranevadajourneys.org/about-gcr.

AREAS OF RESPONSIBILITY

- Facilitate high quality outdoor science education, outdoor recreation, and challenge course programs (day and evening)
- Safely facilitate the challenge course to achieve collaborative problem-solving goals
- Proficiency in all Sierra Nevada Journeys outdoor school curriculum and teaching methods
- Attend staff trainings delivered by the Programs Management team
- Deliver, organize, and grade student assessments and related paperwork
- Effectively deliver programs while working with chaperones, teachers, community partner staff members
- Lead meals and engage students before meals
- Work on assigned projects, including but not limited to: creating necessary paper materials for schools, camp improvement projects, revamping curriculum, etc.
- Act as overnight on-call staff or cabin lead as needed – staying overnight and helping groups with requests



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- Clean and inventory program supplies, and participate in debriefs after each program
- Observe, identify, and do what is needed to move Sierra Nevada Journeys forward in a way that best represents who we are as an organization.

REQUIRED QUALIFICATIONS

- Leadership experience or experience working with youth
- Experience delivering culturally relevant camp-based programs for schools or community partners serving youth from under-resourced communities
- Ability to work irregular hours and days including nights and weekends
- Ability to live and work positively with other staff members
- Ability to take initiative, work independently, and maintain a positive attitude
- Willingness to be 30-feet off the ground on challenge course high elements
- Ability to pass background check, including both an online check and fingerprinting. We work with children and their safety is our utmost priority.
- Ability to lift up to 50 pounds and hike over varying terrain and distances up to seven miles
- Current CPR and First Aid certification, or willingness to obtain certification before start date
- All employees and volunteers are required to attest in writing they have up-to-date immunizations against the diseases required for public school attendance in the state in which they work and have received a COVID-19 vaccination as a condition of employment.

PREFERRED QUALIFICATIONS

- Fluency in Spanish or another second language
- Experience in science instruction – either in a formal outdoor setting or in a classroom setting
- Experience working with students from communities of BIPOC
- Wilderness First Aid/Wilderness First Responder Certification
- Current lifeguard certification or willingness to obtain certification before start date

COMPENSATION

- Competitive Compensation Package \$95 - \$105 per day (depends on experience) plus off-site staff housing and work day meals provided (equivalent to \$172.77 per week).
- Three days paid time off per year and three sick days per year (nine-month seasonal position)
- Employees will earn \$1 per day extra for each certification; for example, if you have four of the five certifications, you'll earn \$4 more per day:
 1. Experience working with students from communities of BIPOC
 2. Waterfront lifeguard/pool lifeguard
 3. Experience in science instruction – either in a formal outdoor setting or in a classroom setting
 4. Wilderness First Aid/Wilderness First Responder Certification
 - Optional 403(b) retirement plan and up to a 4% match by Sierra Nevada Journeys
- Bilingual fluency in Spanish differential of an additional 3% added to hourly rate/annual salary
- Home base for living, working, exploring, and recreating in the beautiful Sierra Valley
- Employment with an innovative company focused on improving outdoor education delivery



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- Professional development geared toward outdoor education leadership or classroom teaching goals

HOW TO APPLY

Join a team that is committed to constantly improving our outstanding outdoor education programs.

Please visit our website at sierranevadajourneys.org/jobs. You will be asked to upload your resume and cover letter within the online application.

EEO STATEMENT

Sierra Nevada Journeys is an Equal Opportunity Employer that seeks to employ individuals who represent the rich diversity of cultures, language groups, and abilities of its surrounding communities. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status or genetic information.



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