



# Coyote Outdoor School Program & Instructional Staff Job Opening



Whole Earth Nature School (WENS) is seeking staff who want to make a positive impact on youth in our area while gaining experience mentoring students outdoors. We encourage applicants from diverse backgrounds with a wide range of nature connection and youth development experiences to apply. This posting is specifically for Outdoor School, but we employ staff in several positions and programs, giving employees options to work at day and overnight summer camps, after-school programs, and/or overnight Outdoor School programs. Program and instructional staff work as valued members of our Whole Earth Nature School community in service of local youth and their families.

## Outdoor School Job Responsibilities

- Leads or assists with all aspects of overnight Outdoor School programs with support from directors.
- Teaches prescribed curricula and leads interactive activities for outdoor programs.
- Uses equity lens to engage diverse students in land-based education.
- Shares or leads culturally relevant activities, stories, and songs with participants.
- Treats participants with kindness and respect while consistently maintaining group agreements.
- Uses trauma-informed behavior management strategies to support student needs.
- Ensures safety of all participants at all times and maintains participant confidentiality.
- Provides support and coaching to high school volunteers.
- Communicates in a positive and constructive way with parents and school personnel.
- Communicates with instructional team or volunteers to ensure all group needs are taken care of.
- Communicates with directors about issues that arise during programs such as hazards or conflicts.
- Respects and preserves outdoor and indoor teaching spaces for current and future users.
- Embodies Whole Earth Nature School's Core Values.
- Other duties as assigned.

## Required Skills & Qualifications

- Interest in youth development with sensitivity to student life experiences, physical and emotional needs
- Ability (or interest to develop skills) to confidently lead small and large groups of kids outdoors
- Passionate desire to connect youth with nature
- Comfortably carry a 10-pound backpack outdoors for at least three miles in all types of weather, potentially through uneven terrain. We will provide reasonable accommodations to qualified candidates who have limited mobility and/or disabilities.
- Obtain or provide proof of First Aid and CPR certification for adults and children
- Pass a criminal history background check, which may include fingerprinting
- High school diploma, GED or equivalent

## Additional Desired Skills

- Multicultural Environmental Education: Using student-centered teaching approaches, allow space for diverse voices with different values and perspectives to actively participate in all programs. Have an understanding of social and environmental issues that impact youth and their communities.

- Wild plant uses, tracking, wilderness survival skills, background in nature awareness, art, music, crafting, stealth, storytelling and more.
- Conversational language proficiency or fluency in Spanish, Vietnamese and/or Arabic
- Experience or education in childhood development and supportive, compassionate approaches to behavior management
- Prior experience working at Outdoor School or overnight camp environment

### Benefits

- Seniority-based wage increases
- Annual training stipend of \$150
- Regular social gatherings and free annual staff retreat
- Professional development trainings, professional coaching, and mentoring
- Access to extensive environmental education library
- Hazardous weather pay; Sick pay
- Program discounts for your children or dependents

## Role & Program Specific Information

[Coyote Outdoor School](#) is hiring 4 instructional staff (Program Guides and Field Instructors) to work overnight programs during the Spring 2020 season. Field Instructors will lead groups of 20-30 students with the support of 4-5 high school volunteers. Program Guides will lead activities for 15-30 students and facilitate programs (like campfire) for the entire Coyote Outdoor School community. [Review our student program schedules and activity descriptions online for more information about job responsibilities and division of labor between Field Instructors and Program Guides.](#) Spring Outdoor School staff have an opportunity to continue working at Whole Earth Nature School as instructors in the summer and during Outdoor School in the fall.

**Job Title:** Field Instructor, Outdoor School or Program Guide, Outdoor School

**To apply:** Fill out our online application: <https://forms.gle/mZW8taPx2XVJGWNS8>. Applications are reviewed on a rolling basis. Group interview tryouts will be held on 2/16 and 2/22 from approximately 9 a.m. to 1:30 p.m.

**Required staff training:** March 27-29, 2020; Approximately 24-30 hours of training, paid at \$15/hour. Training will be held at SKY Camp in Fall Creek, Oregon. Staff are expected to stay overnight.

**Overnight Outdoor School program dates:**\* April 6-10, 13-17, 20-24, 27-29; May 4-8, 12-14, 26-28; Staff must stay overnight during programs and work all program dates. Some exceptions can be made on a case-by-case basis.

**Schedule:** Hours vary depending on the length of program and number of programs each week. Staff should expect to work 47-51 hours during 5-day weeks and about 27 hours during 3-day weeks.

**Pay Range:** \$16-17 per hour depending on experience. *As a seasonal camp program, staff do not receive overtime pay.*

**Job location:** SKY Camp, Fall Creek, OR

**\*Outdoor School staff will have the option to continue working with Whole Earth Nature School June through early October during summer day camps in Eugene/Springfield and during fall Outdoor School in Cheshire, OR.**

# About Whole Earth Nature School

Located in Eugene, Oregon, Whole Earth Nature School (WENS) was founded in 2009 with the vision of helping people rediscover their connection with the natural world. Through exciting experiences outside, and plenty of laughter, our students develop a love for nature and eventually begin influencing their peers and the next generation of leaders. WENS serves thousands of students every year through Outdoor School, homeschool programming, after-school enrichment programs, free weekly family programs, summer nature camps, teen mentorship programs, and more. WENS is an equal opportunity employer. We celebrate diversity and are committed to creating an equitable and inclusive environment for all students, volunteers, and employees.

## Whole Earth Nature School Mission Statement

Mentoring students in the outdoors to foster confidence, resilience, and kinship with nature.

## Core Values

Cultivate Gratitude • Encourage a Culture of Respect • Teach Appropriate Risk-taking  
Learn from Failure • Take Personal Responsibility • Practice Awareness • Play

## We are committed to Justice, Equity, Diversity & Inclusion

We believe that access to nature is a human right and recognize that structural inequities impact participation in outdoor experiences. Through staff training, student financial support, and culturally responsive curriculum, we commit to providing greater access to inclusive nature experiences so that everyone can benefit from the healing power of nature.

We acknowledge that our program activities take place on the traditional homelands of indigenous people, including tribes and bands of Kalapuya, Coos, Lower Umpqua, Siuslaw, and Molalla peoples, who have lived and cared for this land since time immemorial. They were forcibly removed from their homelands and moved onto reservations by EuroAmerican colonizers. These tribes are still thriving today as part of two sovereign nations: the Confederated Tribes of Grand Ronde and Confederated Tribes of Siletz Indians. We commit to including land acknowledgements in our programs, strengthening relationships with tribal nations and indigenous people, learning from indigenous educators, and with permission, including indigenous education and traditional ecological knowledge in our programs.

## About Coyote Outdoor School

Coyote Outdoor School is a program of Whole Earth Nature School. Our overnight programs enhance students' connection to self, community, and nature. Fifth- and sixth-grade students spend their days searching for wildlife signs, journaling plants, and exploring in the forest. Their evenings are full too as they bond with cabin mates, share gratitude at dinner, and sing under the starry night sky. Outdoor School stories, songs, and adventures become lasting memories that empower students to be curious learners and compassionate leaders.

We work diligently to create an equitable and inclusive environment where everyone feels accepted and supported. We offer learners opportunities to cultivate relationships with nature on their own terms by engaging in sensory awareness, self-reflection, and empathetic activities. At Coyote Outdoor School, we are committed to ensuring that every student has a sense of belonging, feels welcome in our Coyote community, and supported in their immersive outdoor learning experiences. We want students to leave not only with better scientific skills and ecological understanding but also greater self-confidence, new human and non-human friends, curiosity to discover more, and gratitude for nature's gifts.