



Coyote Outdoor School Lead Instructor Job Opening



Whole Earth Nature School is seeking applicants who want to make a positive impact on youth in our area while gaining experience mentoring students outdoors. This posting is specifically for Coyote Outdoor School Spring 2021 programs, with options to continue working summer.

Whole Earth is an equal opportunity employer. We welcome the unique contributions that you can bring to Whole Earth including your culture, ethnicity, race, gender identity and expression, nation of origin, age, languages spoken, veteran status, religion, ability, sexual orientation, and beliefs. We celebrate diversity and are committed to creating an equitable and inclusive environment for all students, volunteers, and employees. Some examples of our commitment to justice, equity, diversity, and inclusion (JEDI) include: normalizing pronoun use during meetings and programs; providing needs-based scholarships to students; offering affinity camps for girls, boys, and genderdiverse campers; providing JEDI training to all staff; paying staff to participate in monthly justice-focused community; incorporating land acknowledgements in programs, decolonizing curriculum; amplifying Black, Indigenous, & People of Color (BIPOC) voices and perspectives; using trauma-informed behavior support strategies; and providing accommodations for students to participate in our programs and for staff to lead programs. We are constantly working to improve policies, systems, and programs. We welcome input from staff, students, and families to be more equitable and inclusive. Please visit our [about page](#) and [employment page](#) to read our mission, core values, and more.

Coyote Outdoor School is hiring 10 full-time instructional staff to work programs during the Spring 2021 season. Outdoor School is a state-funded program for 5th and 6th graders to participate in during a school week. Based on COVID-19 guidelines, we may run programs in-person or remotely. There is a low likelihood that overnight programs will be allowed. Lead Instructors will support groups of students in distance learning programs or in-person day programs and will receive training and support to do so. Coyote Outdoor School enhances students' connection to self, community, and nature. Outdoor School is for everyone, and we are committed to ensuring every student feels a sense of belonging in our Coyote community. We strive for every student to leave with scientific skills and ecological understanding, self-confidence, new human and non-human friends, curiosity to discover more, and gratitude for nature's gifts. Read more at coyoteoutdoorschool.org.

Outdoor School Lead Instructors will receive training & support to execute the following job responsibilities:

- Lead activities for groups of students with support from volunteers, assistant instructors, and directors.
- Facilitate culturally responsive lessons, adapting for student needs and encouraging student choice.
- Use equitable approaches to engage all students in land-based education, including youth who are: BIPOC, LGBTQ+, Neurodivergent or English Language Learners; and who have exceptional needs.
- Facilitate, teach or support students to participate in discussions, activities, stories, games and/or songs.
- Treat participants with kindness and respect while consistently maintaining group agreements.
- Use trauma-informed group management strategies to support student needs.
- Ensure safety of all participants at all times and maintain participant confidentiality.
- Provide support and mentorship to volunteers or assistant instructors to ensure all group needs are met.
- Communicate with directors about challenges that arise during programs such as hazards or conflicts.
- Respect and preserve land and facilities for current and future users.

Required Skills & Qualifications

- Interest in youth development and outdoor programming
- Interest or ability to lead diverse groups of fifth- and sixth-grade students outside or in distance learning
- Adaptability to meet students where they are at with sensitivity to students' life experiences and needs
- Commitment to creating an inclusive environment for all students, especially students who have been excluded in outdoor education like students with disabilities, BIPOC students, and LGBTQ+ youth
- Flexibility to support students in person or remotely, facilitating distance learning activities with support

Other Desired Qualifications (Not Required)

- Prior experience working with youth, particularly outside
- Passion for or skill in Outdoor School related areas; Examples may include: Ecological knowledge, cultural knowledge, conservation, wilderness and naturalist skills, music, crafting, or storytelling
- Language proficiency or fluency in Spanish, Vietnamese, Mandarin, Arabic, and American Sign Language
- Experience or education in childhood development, particularly equity-centered and trauma-informed

Benefits

- Wage increases
- Annual continuing education stipend of \$150
- Discounts on outdoor gear through “pro-deal” programs
- Regular social gatherings (after COVID-19, when social gatherings are possible)
- Professional development trainings, professional coaching, and mentoring
- Option to participate in paid monthly Justice Talks community
- Access to extensive environmental education library
- Hazardous weather pay; Sick pay
- Program discounts for your children or dependents

Job Title: Lead Instructor, Outdoor School

To apply: Fill out our online application: <https://forms.gle/mZW8taPx2XvVJGWNS8>.

Hiring timeline: The **priority application deadline is January 11**. Remote interviews and COVID-safe outdoor group interview options are available. Interviews will be scheduled between January 16-24. Hiring decisions will be made by January 25. If needed, we may continue to accept and interview applicants through February.

Work Schedule: Staff may begin work as early as February 1, working 10 hours a week for 4 weeks, then working full time March-June. Staff can start as late as March 1 and end as early as June 9, working 36-40 hours a week, with the exception of Spring Break March 22-26. If funding allows, we may have work options during Spring Break. Spring Outdoor School staff will have an opportunity to continue working at Whole Earth as instructors in the summer for a limited number of weeks (approximately 4-7 weeks depending on interest and availability).

Pay Range: Approximately 40-60 hours of training and preparations, paid at \$15 an hour. Program pay is \$16-17 an hour. Total pay for the Spring season will be \$7812-\$9740 depending on total hours and hourly wage.

Job location: Depending on COVID-19 guidelines, programs will be held either at Camp Lutherwood in Cheshire, on or near school grounds, or remotely. Staff carpooling and mileage reimbursement is available.

Other Details: Final candidates will need to complete a criminal history background check. Candidates with [disqualifying criminal history](#) will not receive a job offer. Employees must obtain or provide proof of First Aid and CPR certification for adults and children, which can be reimbursed using your professional development stipend.

Contact us with questions at outdoorschool@wholeearth.org.