

CROSSCUT

Position: Outdoor Education Instructor

Compensation: \$20.00+/hour depending on experience, with competitive benefits package

Reports To: Outdoor Education Program Manager

Job Overview

In support of our mission to connect people and nature, Crosscut is seeking enthusiastic instructors for our Outdoor Education Program team. Our programs strive to provide an inclusive and accessible opportunity for children to explore and learn about the natural world. Additionally, we work to provide an educational experience, learning through exploration and hands-on activities. This position requires instructors to be comfortable outdoors and able to supervise and teach small groups of students independently in an outdoor environment for 6 or more hours daily. Instructors must be adaptable and willing to improvise curriculum and activities to accommodate students of varying ages, physical abilities, and support new programs.

Hours and Scheduling

Outdoor Education nature camps are offered at Crosscut Mountain Sports Center from mid-June through late August.

Outdoor Education Instructors will work an average of 35 hours/week when scheduled. Instructors may work anywhere from 3-8 weeks throughout the season depending on preference and program needs. The Program Manager works with instructors to set their full schedule for the season by early May.

Once the schedule is finalized, instructors are expected to fulfill their commitment to teach until the end of the season.

Required training dates will take place in June, prior to the first camp.

Tasks and Responsibilities

- Assist Program Manager in facilitating day camps
- Supervise and teach small groups of children from grades 1-8 independently or with another instructor
- Implement curriculum and planned activities for each day
- Maintain curriculum materials and supplies
- Maintain cleanliness and organization of facilities
- Prioritize risk management to keep students safe and happy while outdoors in various weather conditions
- Set expectations that create a safe and welcoming space for all students
- Communicate with parents and/or chaperones as needed
- Facilitate engaging and fun experiences in nature with kids!

Job Standards and Experience

Commitment

1. Dedication to creating an inclusive environment for students, colleagues, and all stakeholders through everyday actions, student experience structures and practices, and continued conversation and education

Required Experience and Knowledge

1. Experience working with students in kindergarten through middle school in a classroom, outdoor program, or camp setting

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2. A passion for environmental education and hands-on, experiential learning
3. Experience hiking and spending extended periods of time outdoors
4. A positive mental attitude and problem-solving mentality
5. Ability to be flexible and manage multiple tasks simultaneously

Preferred Experience & Knowledge

1. Experience teaching or leading programs for individuals with disabilities
2. Involvement in programs for students from traditionally underrepresented groups
3. Familiarity with English Learner students
4. Training in Wilderness medicine or advanced first aid

Prerequisites

Successful candidates must:

1. Be able to pass a background check
2. Be able to attend orientation and staff training in June (dates and details TBD)
3. Have current Basic First Aid and CPR certification by the time of employment
4. Complete SafeSport training by the time of employment
5. Be available to work a minimum of 3 weeks throughout the summer season
6. Have transportation access to and from Crosscut Mountain Sports Center (we typically encourage a carpool system among instructors to share driving responsibilities)

Employee Information and Benefits

Competitive benefit package includes, but is not limited to:

- Employer pays \$150/month benefit allowance to spend towards Enhanced Benefits (Short-Term Disability, Accident, Hospital, Cancer, Critical Illness, Dental, or Vision)
- Employer paid up to a 6% 401K match
- Paid Time Off: 0.08 hours of PTO for every hour worked, up to a maximum accrual balance of 120 hours
- Paid Holidays for recognized holidays during scheduled work weeks (or Holiday pay for required work on a recognized Holiday)
- Discounts on Crosscut program offerings
- Access to pro deals

Additional Information

This position may require the employee to work in the outdoors for 6+ continuous hours in adverse conditions (such as in the heat, cold, or while sitting or standing or moving for prolonged periods).

Application Information

To apply, please send a resume, two professional references, and a cover letter to Chandler at chandler@crosscutmt.org with the subject line "[Your Name]: Instructor Application". Please include one paragraph in your cover letter describing why inclusive and accessible experiences in the outdoors are important to you.

As an equal-opportunity employer, Crosscut is committed to being inclusive in our hiring practices. Crosscut does not discriminate based on race, color, religion, national origin, sex, sexual orientation, physical or mental disability, or age.