

JOB POSTING

POSITION TITLE

Outdoor Educator

POSITION SUMMARY

Outdoor Educators at Exploring New Horizons (ENH) work with incredibly diverse groups of students from across northern California. In this role you will build your knowledge of the coast's diverse ecosystems and how to teach students in an accessible and engaging way. You will also work with the ENH staff, parent cabin leaders, and participating classroom teachers to build a great ENH community for all our students.

ABOUT EXPLORING NEW HORIZONS

Exploring New Horizons engages school groups in outdoor education programs that empower students, build environmental literacy, and strengthen school communities. ENH's experienced naturalists engage students in hands-on learning, taking a whole-child approach focused on social-emotional learning, environmental stewardship, health, and the arts. Founded as a nonprofit in 1979, ENH partners with over 100 schools annually, and in its 45-year history ENH has served more than 225,000 students. Each year, 8,000 Northern California students participate in 3- to 5-day programs at ENH's Pigeon Point and Sempervirens sites.

LOCATION(S)

Pescadero, California

EMPLOYMENT STATUS & WORK SCHEDULE

This position is hourly, non-exempt and works 32-36 hours per week over 3-4 days with regular overtime and evening shifts.

On Trail/Main naturalists expected to be on-call and stay overnight once per week.

"5th Naturalist" position supports "On Trail" educators, rotates every 5 weeks, and requires work from 9:00am-5:00pm on Tuesday, Wednesday, and Thursday, and 9:00am-1:30pm on Friday

Start Date: January 4, 2027

End Date: June 4, 2027

WHO YOU ARE

ENH does not expect every applicant to have every skill and qualification listed here. We are committed to the professional development of our employees. A strong candidate who is interested in growing and learning in this role will possess at least 75% of the following qualifications. If this is you, then we strongly encourage you to apply.

KNOWLEDGE & SKILLS

- Passionate about ENH's mission
- Have a deep understanding and personal commitment to equity and inclusion in the outdoors
- Compassionate & effective communicator who uses non-violent communication
- Ability to work independently and on a cooperative team in remote settings
- Be positive and enthusiastic when working with youth, adult chaperones, and teachers in an experiential learning environment
- Demonstrate experience problem solving in the workplace
- Able to prioritize multiple objectives simultaneously
- Comfortable speaking and playing/singing music in front of 40+ person groups
- Competent in outdoor education in a variety of ecosystems

JOB REQUIREMENTS

Education & Work Requirements

- Bachelor's degree and/or 2-3 years of experience in outdoor education or other experiential learning field or any similar combination of education and experience
- Current First Aid and CPR certificates; Advanced certification is a plus

Physical & Mental Requirements

- Participate in moderate physical activity, including but not limited to hiking, navigating over rocky terrain, working in a variety of inclement weather, and lifting 40 lbs
- Maintain positive outlook and make good decisions even in persistent adverse conditions, such as unexpected schedule or staff changes, long working hours, inclement weather, or crisis
- Must have transportation
- Possess a valid driver's license and clean driving record
- Satisfactory background check and TB test

DUTIES & RESPONSIBILITIES

Program:

- Lead daily discovery walks with the students, including exploring tidepools, Año Nuevo State Park to view Northern elephant seals, Pescadero Marsh, and the redwoods at Memorial Park
- Develop lessons based on ENH curriculum, incorporating hands-on activities, explorations, science experiments, dramatics, nature games, creative writing, and the arts, where students demonstrate ecological concepts, environmental literacy, and social-emotional skills
- Practice ENH risk management and safety procedures in the field setting
- Support the development of positive group learning and team environment by introducing team building opportunities that encourage positive communication, leadership, and individual development
- Provide support and feedback to teachers and parent chaperones
- Assess and manage crisis situations that may arise in remote settings

Evening Programs, Meals, & Rotational Duties:

- Prepare and participate in two Evening Programs per week, including a puppet show, night hike, and Pigeon Point History tour
- Participate in program cleanup on Fridays after students have departed

- Facilitate 6 meals each week, including helping students and parent chaperones set up, clean up, prepare, and cook all meals. Group management skills are essential.
- “5th Naturalist” position supports “On Trail” educators, rotates every 5 weeks, and requires work from 9:00am–5:00pm on Tuesday, Wednesday, and Thursday, and 9:00am-1:30pm on Friday

COMPENSATION

- Pay range: \$26–\$31 per hour
- 40 hours paid sick leave annually
- 24 hours PTO/Vacation
- Benefits eligible, including health, dental, and vision insurance
- \$1,500 annual stipend for Spanish fluency
- Professional development opportunities, such as conference attendance

HOW TO APPLY

Send a resume with “Pigeon Point Outdoor Educator” in the subject line to jobs@exploringnewhorizons.org. Multiple positions available. Positions open until filled.

For more information, please visit www.exploringnewhorizons.org or contact Hawk, Program Director, at hawkins@exploringnewhorizons.org or (650) 206-8189.

All applicants are considered for all positions without regard to race, religion, sex, gender, sexual orientation, pregnancy, age, national origin, ancestry, physical/mental disability, medical condition, military/veteran status, genetic information, marital status, ethnicity, alienage, or any other protected classification, in accordance with applicable federal, state, and local laws. Equal access to programs, services, and employment is available to all qualified persons. Those applicants requiring accommodation to complete the application and/or interview process should contact the Program Director.