



101 Cooper Street
Santa Cruz, California 95060
www.exploringnewhorizons.org

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, high school and 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 its Pigeon Point and Sempervirens sites.

LOCATIONS

Scotts Valley, California

EMPLOYMENT STATUS & WORK SCHEDULE

This position is hourly, non-exempt and works 32-40 hours per week, 4-5 days per week (Monday–Friday) with occasional overtime. Expected to work 2 evening programs per week.

Start Date: August 24, 2026

End Date: June 4, 2027 (tentative)

Excludes Program Breaks: November 23–27, December 21–January 1, March 1–5

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
- Able to work independently and on a cooperative team in remote settings
- Be positive and enthusiastic when working with youth, high school cabin leaders, adult chaperones, and teachers in an experiential learning environment
- Experience problem solving in the workplace
- Able to prioritize multiple objectives simultaneously
- Comfortable speaking and playing/singing music in front of 200+ person groups
- Competent in outdoor education in a variety of ecosystems

JOB REQUIREMENTS

Education & Work Requirements

- Bachelor's degree and/or 1-2 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; housing not provided
- Possess a valid driver's license and clean driving record
- Satisfactory background check and TB test

DUTIES & RESPONSIBILITIES

Program:

- Conduct daily discovery walks with the students, including camp orientation and closing walks and 5-6 hour discovery hikes focused on curricular activities in one of three natural communities each day (Redwood Forest, Creek, and Pacific Coast)
- 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
- Implement ENH risk management and safety procedures in the field setting
- Support the development of positive group learning and team environment. Introduce team building opportunities to encourage positive communication, leadership, and individual development



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Evening Programs, Meals, & Rotational Duties:

- Prepare and participate in Evening Programs, including a night hike each week, plus one additional activity (e.g. Trivia Night, Barnyard Boogie, Skit Night). Activities are approximately 1-2 hours followed by a campfire. Evening Program Staff are scheduled to work 6:45pm-9:15pm
- Supervise 1-2 meals in the dining hall and facilitate announcements, assembly, set-up, and clean-up
- Manage "Lights Out" 1-2 nights per month, assisting cabin leaders with bedtime routines

Miscellaneous:

- Attend weekly staff meetings, submit time and attendance
- Send and receive periodic emails regarding program announcements and scheduling
- Give and receive constructive feedback with peers and supervisors, contribute collaborative problem solving in order to meet program goals
- Assist with off trail projects and office support

COMPENSATION

- Pay range: \$26–\$31 per hour
- 80 hours paid sick leave annually
- 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 "Sempervirens 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 Kailee Huebner, Assistant Program Director, at kailee@exploringnewhorizons.org or 831-252-7868.

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.