



101 Cooper Street  
Santa Cruz, California 95060  
[www.exploringnewhorizons.org](http://www.exploringnewhorizons.org)

# INTERNAL JOB POSTING

## POSITION TITLE

Lead Naturalist

## POSITION SUMMARY

The Lead Naturalist at Exploring New Horizons (ENH) works with incredibly diverse groups of students from across Northern and Central California. In this role, you will lead by example, serve as a resource to Outdoor Educators, assist in delivering ENH's curriculum and training staff, and lead trail groups three weeks per month. You will work with the ENH staff, highschool and parent cabin leaders, participating classroom teachers, and site partners to build a great ENH community for all our students.

## ABOUT EXPLORING NEW HORIZONS

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 grades 3-8 participate in 3- to 5-day programs at its Pigeon Point and Sempervirens sites. Exploring New Horizons engages school groups in outdoor education programs that empower students, build environmental literacy, and strengthen school communities.

## LOCATIONS

Scotts Valley, CA

## 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. The Lead Naturalist works 1–2 evening programs per week, with an overnight on-call shift 1–2 times per month.

Training begins August 19, 2024. Programs begin on September 10th, 2024 and tentatively end on May 30th, 2025 (excluding holiday breaks).

## 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
- Demonstrated understanding of pedagogy, NGSS, and current trends in experiential learning
- Compassionate & effective communicator with peers, volunteers, and youth
- Ability to work independently and on a cooperative team in remote settings
- Experience problem solving in the workplace
- Ability to prioritize multiple objectives simultaneously

## **JOB REQUIREMENTS**

### *Education & Work Requirements*

- Bachelor's degree or equivalent experience
- Advanced certifications or degrees are a plus (e.g. teaching credential, outdoor educator certification)
- Current CPR and First Aid certification; advanced certifications are a plus
- Minimum 2 years experience in residential outdoor school management or programming
- Minimum 1 year employed by ENH

### *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
- Possess a valid driver's license, clean driving record, and have transportation
- Satisfactory background check and TB test

## **DUTIES & RESPONSIBILITIES**

- Mentor peer outdoor educators and assist in goal setting and monitoring progress
- Support the planning and facilitation of staff in-service trainings
- Serve as a resource to best practices in incorporate NGSS and SEL into lessons
- Implement organization risk management procedures, especially when on-call overnight
- Support positive relationships between ENH, facility partners, and participating schools
- Work 1–2 overnight on-call shifts per month

In addition to these duties, the Lead Naturalist will work as an Outdoor Educator three weeks per month and as needs arise. Please see the [Sempervirens Outdoor Educator Job Posting](#) for details of responsibilities.

## **COMPENSATION**

- Pay range: \$30–\$32 per hour
- \$50 per night on-call stipend
- 10 paid sick days annually
- Up to \$250 per month for health, dental, and vision insurance reimbursements
- \$1,500 annual stipend for Spanish fluency
- Professional development opportunities, such as conference attendance

## HOW TO APPLY

Send a resume with “Lead Naturalist” in the subject line to [jobs@exploringnewhorizons.org](mailto:jobs@exploringnewhorizons.org). **Initial Review Date: August 1, 2024.** Position open until filled.

For more information, please visit [www.exploringnewhorizons.org](http://www.exploringnewhorizons.org) or contact Katherine Monroe, Sempervirens Program Director, at [katherine@exploringnewhorizons.org](mailto:katherine@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 Executive Director.