



Job Announcement – Public Programs Instructor

Founded in 2004, Wild Earth leads programs for youth, adults, and families, serving more than 4,000 individuals in the Hudson Valley annually. Central to all of our programs is a unique organizational philosophy that prioritizes building connections and relationships in outdoor spaces. Wild Earth nurtures the development and empowerment of youth by fostering reciprocity with nature, cultivating regenerative practices, and uplifting equity and environmental justice. Wild Earth's current program priorities include:

Supporting Hudson Valley Youth and Families - Summer and Year-round Programs: Wild Earth has offered year-round weekend programs and summer camps since its founding in 2004. We provide youth ages 4-17 opportunities to cultivate their sense of agency and belonging through interactive, sensory-based team building experiences that connect them with nature, inspiring leaders, and one another.

Supporting Students in Schools: Since 2015 Wild Earth has provided social and emotional support to Kingston City School District students by cultivating consistent mentoring relationships and offering experiential and sensory-based programming on the playground and in nature. Wild Earth has also begun a program partner relationship with Ellenville Central School District and may develop that relationship more significantly in the years ahead.

Community Engagement Partnerships: Wild Earth is committed to engaging in collaboration with local partners and organizations with aligned vision and values. We believe in the continued growth of regenerative practices and structures that support joy, wellbeing, and connection to place; for our communities require a sustained and shared effort among community and organizational leaders.

As the organization supports growth across its program areas, Wild Earth continues to more fully center justice, access, diversity, and equity (JADE) in our approach and endeavors.

At Wild Earth, salaried staff collaborate in a participative leadership framework to uphold the organization's vision and mission through strategic collaborations pertinent to their expertise and job responsibilities. Through this structure, our leaders support and contribute to org-wide initiatives and considerations that impact their individual work, ensuring strategic decisions are well informed and enhance our collective impact.

Position Overview: Wild Earth seeks program leaders to mentor and guide at our outdoor, woods immersion youth programs. Public Program Instructors work as a team to ensure physical safety of participants, support their social and emotional development, and provide engaging curriculum. These team members have an outstanding ability to forge connections with youth, are excellent team players, and maintain a positive outlook while readily adapting to changing program circumstances. These programs run through all types of weather conditions and are at various locations within 20 miles of the High Falls area.

Positions are available at assistant, co-lead, and lead levels. Whether you're a seasoned outdoor educator or new and excited to learn, we welcome you to apply.

Essential Duties and Responsibilities:

Assistant Instructor

- Attends all scheduled program dates, planning calls, and trainings
- Responds promptly to team communications
- Learns and studies the curricular skills
- Assists with planned group activities with flexibility to lead activities as delegated
- Collaborates with co-instructor(s) to ensure physical safety and support emotional wellbeing of participants
- Informs leadership of conflicts and social/emotional themes or concerns
- Identifies first aid needs and communicates with leadership
- Receives and offers feedback to foster effective teamwork
- Upholds all current Wild Earth policies and procedures
- Role model self-care in outdoor conditions (hydration, food, clothing, footwear, rest, etc)
- Works outside in all weather. Able to carry a backpack with all appropriate gear while traveling across off trail terrain

Co-Lead Instructor

- Understands and applies the curricular skills
- Plans, prepares, and provides activities in collaboration with co-instructor(s)
- Collaborates with co-instructor(s) to ensure physical safety and support emotional wellbeing of participants
- Facilitates de-escalation with participants in conflict and informs appropriate leadership of social/emotional themes or concerns
- Informs and seeks support from the Program Coordinator regarding incidents, injuries, and social/emotional themes or concerns in the group
- Participates in support conversations with guardians in collaboration with the Program Coordinator
- Administers first aid or calls on support as needed
- Attends all scheduled program dates, planning calls, and trainings
- Responds promptly to team communications

- Receives and offers feedback to foster effective teamwork
- Upholds all current Wild Earth policies and procedures
- Role model self-care in outdoor conditions (hydration, food, clothing, footwear, rest, etc)
- Works outside in all weather. Able to carry a backpack with all appropriate gear while traveling across off trail terrain

Lead Instructor

- Plans, prepares for, and leads activities and delegates tasks to assistant instructor(s)
- Lead large group discussions and activities
- Coaches, models, and delegates responsibilities with staff to ensure physical safety and support emotional wellbeing of participants
- Understands and applies the curricular skills
- Facilitates de-escalation with participants in conflict and informs appropriate leadership of social/emotional themes or concerns
- Informs and seeks support from the Program Coordinator regarding incidents, injuries, and social/emotional themes or concerns in the group
- Participates in support conversations with guardians in collaboration with the Program Coordinator
- Administers first aid or calls on support as needed
- Attends all scheduled program dates, planning calls, and trainings
- Responds promptly to team communications
- Receives and offers feedback to foster effective teamwork
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Foundational Skills:

Assistant Instructor

- Ability to stay emotionally regulated in challenging situations
- Proactively communicates needs to leadership
- Manages time effectively
- Strong personal and professional commitment to equity and racial justice
- Commitment to creating a supportive & respectful environment, welcoming to those with identities historically excluded from outdoor ed
- Willingness to learn Wild Earth's approach to working with youth

Co-Lead Instructor

- Collaborative approach to relationship building with youth and staff
- Offers activities in alignment with participant interests and abilities
- Ability to adjust instructing approach to dynamic programmatic and cultural needs

- Ability to identify and respond to challenging behaviors and safety concerns as they arise
- Ability to assess and mitigate risks in an outdoor setting to ensure participant safety
- Proactively communicates needs and challenges with the team and Program Coordinator
- Oriented to Wild Earth's pedagogical approach
- Consistently shows up with all foundational skills listed in Assistant Instructor position

Lead Instructor

- Seeks opportunity to further engage with program
- Centers programmatic goals and takes initiative when necessary for program success
- Proactively plans and communicates with team
- Ability to be placed with new and varied instructors to cultivate leadership
- Strong conflict navigation skills
- Embodies Wild Earth's pedagogical approach
- Consistently shows up with all foundational skills listed across instructor positions

Curricular Skills or Willingness to Learn (in some or all categories):

- Nature-based crafts (carving, bow making, basketry, stone and bone tools, leather work, animal hide tanning, natural dyes, etc)
- Storytelling
- Music (singing, instruments, etc.)
- Shelter building
- Fire making (multiple methods and conditions including by friction)
- Campfire cooking
- Outdoor games & sensory activities
- Camouflage, stealth, and animal tracking

Hours: These are part time, per diem positions. Opportunities are on Saturdays, occasional weekdays with various levels of commitment and engagement, including subbing.

Compensation: \$16.50/hour for assistant instructor positions; \$18.50-20.50/hour for co-lead / lead instructor positions, including prep & meeting time.

Hiring Timeline. Applications are processed on a rolling basis according to programmatic needs. Please complete our 'General Program Leader Positions' application at www.wildearth.org/jobs

Equal employment opportunity and having a diverse staff are fundamental principles at Wild Earth, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, gender identity or expression, pregnancy, sexual orientation, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.