



Dear Applicant,

Thank you for your interest in Naturalists at Large (NAL). If you wish to be considered as an instructor for our outdoor education programs, please return the enclosed application as soon as possible, along with a letter explaining why you feel qualified to teach in the outdoors. Your application will be kept on file for the next twelve months.

Naturalists at Large was formed in 1985 to provide quality outdoor education programs for both independent and public schools in California.

All of our programs are individually designed to meet the specific goals and objectives of our clients. We stress appreciation for the environment, technical and intellectual skills necessary to be comfortable in that environment, and one's responsibility to the wilderness, all in the framework of a caring atmosphere.

Some client schools may desire a very structured academic program, whereas others may be more retreat oriented. Sometimes our programs emphasize personal challenge, group building and/or class unity. The next week, we might be providing educational activities that complement classroom objectives. No two schools are alike; therefore no two NAL programs are alike.

Instructors are at the core of any good outdoor program. We expect our instructors to be flexible, knowledgeable and able to work independently with diligence and little direct supervision at a variety of sites throughout California.

All NAL instructor positions are seasonal – Fall and Winter/Spring. When you return the enclosed forms, we will consider you for appropriate positions.

We look forward to hearing from you.

Sincerely,

Richard Stowell  
Director

Enclosures



## **APPLICATION CHECKLIST**

In order to apply for employment with Naturalists at Large, we will need you to submit the following items:

\_\_\_\_\_ Cover Letter

\_\_\_\_\_ Resume

\_\_\_\_\_ Application (2 pages)

Please be sure to complete every line of the application

Please submit these items to us in one of the following ways:

- 1) By fax at 805-642-2843
- 2) By mail at: PO Box 3517 Ventura, CA 93006
- 3) By e-mail at [staffing@natsatlarge.com](mailto:staffing@natsatlarge.com)



DO YOU HAVE CURRENT WILDERNESS FIRST AID? (Circle one) Yes or No / CURRENT CPR (Circle one) Yes or No

**ON-LINE CERTIFICATIONS ARE NOT ACCEPTABLE**

**OUTDOOR SKILLS:** Detail (below or on a separate sheet) special teaching or outdoor skills relating to camping, natural history, science education, first aid/EMT training/life guard, classroom experience, group building activities, backpacking, canoeing, kayaking, snorkeling, logistics, rock climbing, mountaineering, challenge course experience, cross-country skiing or other outdoor activity or teaching experiences.

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**AREAS OF SPECIAL INTEREST:**

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**REFERENCES:** (Familiar with your teaching ability or outdoor education experience. Former employers preferred.)

Name/E-mail Address	Occupation/Relationship	Phone
1. _____	_____	(____) _____
2. _____	_____	(____) _____
3. _____	_____	(____) _____

Can you provide proof of your eligibility to work in the United States? Yes    No  
 Have you been convicted of a felony in the past 7 years? (circle one) Yes    No  
 Have you been convicted of a drug misdemeanor in the last two years? (circle one) Yes    No  
 If yes, briefly describe the nature of the crime(s), the date and place of conviction and the legal disposition of the case.  
 Naturalists At Large will not deny employment to any applicant solely because the person has been convicted of a crime.  
 Naturalists at Large, however, may consider the nature, date and circumstances of the offense as well as whether the offense is relevant to the duties of the position applied for.

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**Authorization to check background and references:**

The facts set forth in my application for employment are true and complete. I understand that any false statement or omission of information on this application may result in my disqualification or dismissal. Naturalist At Large is hereby authorized to investigate all statements contained in this application (and accompanying resume, if any) and further authorize any person, school, current employer (except as expressly noted), past employer(s), and organizations named in this application form ( and accompanying resume, if any) to provide the company with records, information and opinion that may be useful in making a hiring decision. I release all informants from liability for any damages that may result from furnishing information and opinion (which is truthful or made in good faith) to you.

\_\_\_\_\_ initials

**Authorization to check criminal records:**

I authorize Naturalists At Large to receive information from any law enforcement agency, including police departments and sheriff's departments, of this state or any other state or federal government, to the extent permitted by state and federal law, pertaining to any convictions I may have had for violations of state or federal criminal laws, including but not limited to convictions for crimes committed upon children.

\_\_\_\_\_ initials

**At- will Statement:**

I understand that this application is for periodic employment and is not a full time position. I also agree to conform to the rules and regulations of Naturalists At Large (NAL) and that, if hired, my employment will be at-will and may be terminated with or without notice at any time at my option or at the option of NAL.

\_\_\_\_\_ initials

**Signature:** \_\_\_\_\_ **Date** \_\_\_\_/\_\_\_\_/\_\_\_\_

Naturalists At Large is an equal opportunity employer and does not discriminate on the basis of an individual's sex, race, color, religion, national origin, ancestry, age, marital status, sexual orientation, physical or mental disability, or any other considerations made unlawful by federal, state or local laws.

## OUTDOOR EDUCATOR POSITIONS

Naturalists at Large is an outdoor education company working with independent and public schools to provide educational and group building experiences for grades 4 through 12.

Programs include 2 to 6 day camping or lodge-based trips in the mountains, deserts, islands and coastal regions of California. We provide ski and lodge based programs in Sequoia National Park; canoe trips along the lower Colorado River; coastal kayaking, snorkeling and island ecology on Catalina Island, rock climbing at Joshua Tree and Pinnacles National Parks, in addition to programs at various other sites.

Employment is seasonal from September through June. Wages vary by program, depending upon type and duration of program. In addition to compensation, food and lodging are provided during program. New Staff Orientation takes place in late August and mid Spring. Please call us to discuss availability of programs.

### Responsibilities

1. Conduct outdoor education programs for grades 4-12.
2. Facilitate a comfortable and safe experience for students by providing physical assistance and moral support.
3. Be an assertive leader and enthusiastic role model while maintaining excellent group management and safety awareness.
4. Teach natural history and environmental education. Teach a variety of outdoor skills such as camping, canoeing, cross-country skiing, backpacking, and "leave no trace" techniques formally and by example.
5. Assist specialists (rock climbing instructors, ropes facilitators, kayaking instructors, snorkeling instructors) with student instruction.

### Qualifications

1. Experience working with youth in an outdoor setting.
2. Significant personal outdoor experience.
3. Enthusiastic self-starter capable of working with minimal supervision.
4. Demonstrated leadership / facilitator skills.
5. University level academic background in environmental education, the natural sciences, outdoor recreation or related field.
6. Familiarity with academic outdoor programs is desirable.
7. Current Wilderness First Aid and CPR. (Wilderness First Responder training is desirable.)  
Please submit certification copies with application. On-Line Certifications are not acceptable.

### Applications

Applications are accepted continuously and are kept on file for one year. Interviews for the Fall season begin in May. Interviews for the Spring season begin in January.



## **WHO WE ARE**

Naturalists at Large is a leading environmental education organization in California. We have provided outdoor education programs for thousands of students from over 100 of California's independent and public schools. We introduce students to California's diverse landscapes using many sites throughout the state.

We pride ourselves on our ability to design outdoor programs that are exciting and fun, while giving students an understanding of the beauty and diversity of our state. We are committed to teaching students of all ages the lifetime skills to be at ease in the outdoors and to understand the ecosystems of the West: *mountains, deserts, and seashores*.

Our outdoor professionals work with schools to help identify their outdoor education goals and then tailor programs to meet their specific needs. We work with each client every step of the way. We prepare educational materials specific to each program, make presentations to the students and faculty, and provide all the support services necessary to help ensure every program is a success.

## **THE NATURALISTS AT LARGE TRADITION**

Naturalists at Large was founded by Richard Stowell, a former independent school administrator, to fill a void he realized existed in available outdoor education programs. Existing providers offered only "packaged" programs, where schools had to fit themselves into a pre-defined, inflexible program. Naturalists at Large does not offer "one-size-fits-all" programs, but instead works with schools to design a program that meets their own outdoor education goals.

## **OUR PHILOSOPHY**

Naturalists at Large believes that no one can truly appreciate the outdoors unless they are *comfortable*. Participants in Naturalists at Large outdoor education programs learn the important art of being comfortable in the outdoors, while having fun and attending to safety. Outdoor recreation skills are numerous, but the skills and techniques that give us the ability to truly enjoy the outdoors are only the foundation. Learning to be comfortable while experiencing cross-country skiing in Sequoia National Park or rock climbing in Joshua Tree National Park provides students with a unique opportunity to discover harmony with the natural world, and memories that will last a lifetime.

In addition to outdoor skills, our programs build cooperation, self-confidence, and leadership skills. Outdoor settings foster cooperation with one another, while challenge and responsibility promote self-confidence.

We recognize that the students are not self-selected, but are usually required to participate by their schools. Our outdoor goals are designed to be appropriate and specific to each student's age and background.

### ***SAFETY***

Our philosophy of comfortable outdoor experiences is the cornerstone of our risk management program. Our instructors are all certified in at least First Aid and CPR, and each site has specific emergency plans. The most effective part of our safety program is prevention. Instructors provide ongoing instruction prior to and during each activity and throughout all programs. Teaching students to be aware of potential hazards, and to handle them as a group, helps to ensure an enriching and safe experience for all of us.

### ***SENSE OF PLACE***

Naturalists at Large outdoor programs strive to offer something more than a passing acquaintance with the lands we visit. Our instructors' contagious enthusiasm leave participants with a "sense of place" and appreciation for these unique and irreplaceable resources. Our programs stress "leave no trace" impact practices as well as respect for the land and its fragile nature.

Naturalists at Large offers outdoor education programs throughout California, including: the Sierras, the lower Colorado River, Joshua Tree National Park, Catalina Island, coastal redwoods and more. For many schools NAL provides three or more years of outdoor education, building on skills and concepts, and connecting the experiences of the students.

### ***OUR INSTRUCTORS***

Naturalists at Large instructors come from a variety of backgrounds: the traditional classroom, outdoor education, commercial guiding, youth programs and adventure travel companies, to name a few. All have a university education or equivalent, experience working with children and adults in outdoor settings, and have made a commitment to outdoor education.

# WHY WORK FOR NATURALISTS AT LARGE?

NAL provides Outdoor Education experiences for public and independent schools throughout the school year.

If you worked for Naturalists At Large:

- You could work at a variety of sites; we use over 30 throughout California:  
  
Sequoia-Kings Canyon, Yosemite, Joshua Tree, Salt Point, Point Reyes, San Simeon, Pinnacles, Colorado River, Catalina Island, Coastal Redwoods, Santa Monica Mountains, San Bernardino Mountains, Southern Beaches, and Mono Lake, to name a few.
- You could work with a variety of ages; we work with 4<sup>th</sup> through 12<sup>th</sup> grade.
- You could instruct in a variety of activities: ropes courses, kayaking, canoeing, rock climbing, snorkeling, backpacking, and cross-country skiing.
- You could teach environmental sciences: ecology, botany, zoology, geology, natural history and/or astronomy.
- You could be the instructor for groups of 12 to 14 students.
- You could work with a variety of great staff.
- You could work programs lasting from 2 to 6 days.
- You could work 1 to 30 programs a year.
- You could work in a variety of roles. We have specialist positions for rock climbing, ropes courses, kayaking, snorkeling and waterfront.
- You could receive special training. NAL provides additional training for ropes courses, Catalina Island, the Colorado River, outdoor commissary, rock climbing/anchor training, program coordinating, and natural history.

The bottom line is that by working with NAL you could work in great places with great people, teaching a variety of lessons to a wide range of young people. With this kind of programming and site diversity, you could continually learn, recreate and educate. You get *all this* and competitive pay. We look forward to hearing from you.