The Community Programs Department at BIG SUR LAND TRUST is hiring a Youth Outdoor Programs Field Lead to begin ASAP!

Big Sur Land Trust (BSLT) is a non-profit organization with a mission to inspire love of land across generations, conservation of our unique Monterey County landscapes, and access to outdoor experiences for all. Founded in 1978, our legacy includes conserving over 40,000 acres and increasing access to public parklands throughout Monterey County. Our work promotes:

- **Healthy Lands:** Conserving and caring for the magnificent natural landscapes, habitats, and waterways of our region to ensure a sustainable future.
- **Healthy People:** Providing opportunities for all who live in and visit Monterey County to experience the healthful benefits associated with access to parks and open spaces, fresh food, clean air and water, and a deep connection to nature.
- **Healthy Communities:** Engaging in partnerships where conservation and civic participation increase community vitality, economic prosperity, and social equity.

About Youth Outdoor Programs

In many of our communities, various barriers prevent youth from spending time outdoors in the awe-inspiring landscapes of our county. BSLT’s Youth Outdoor Programs were developed to increase equitable, inclusive nature access and decrease barriers for participation in nature immersion programming. Youth Outdoor Programs nurture an enduring bond to the natural world and a sense of belonging in wilderness spaces while promoting positive personal development and resiliency. The Youth Outdoor Programs continuum includes day camps and multi-day/overnight camps on Big Sur Land Trust properties; a Youth Leadership Series, offering paid professional experiences for camp alumni; and Nature at Home programming, offering activities that highlight the presence of nature in our everyday lives regardless of where we live. Through these diverse experiences, BSLT’s Youth Outdoor Programs awaken creativity, spark curiosity, and develop a rising generation of leaders with a strong conservation and stewardship ethic who advocate for themselves and their communities' needs.

Partner-Based Programs

Big Sur Land Trust partners with value-aligned community organizations, schools, and youth clubs to serve Monterey County youth from low-income households, youth of color, youth who identify as LGBTQIA+, and youth who otherwise experience access barriers and/or are new to outdoor experiences.

Position Purpose

Contribute to Big Sur Land Trust’s mission through the coordination and delivery of day and overnight outdoor excursions for youth ages 10-19. Exemplify and uphold an ethos of community, acceptance, and respect for oneself, others and nature, throughout each excursion. Lead youth in activities including (but not limited to) community building/ice breaker activities, planned interpretive hikes, active nature observation, personal reflection, creative self-expression through journaling, drawing, and other art forms, and backpacking skills building activities that are safe, fun, and fitting to each camper’s age and abilities.

The opportunity and challenge for this position is to deliver and continuously adapt enriching experiences for the diverse youth of Monterey County who may have faced multiple barriers to accessing and enjoying time in nature and/or immersion in wilderness settings. By combining your passion, knowledge, and skills, with the calming, inspirational, and
evocative power of nature you will experiences where all youth feel enabled to identify, embrace, and express their personal values, sparks, and dreams.

General Description
Under the management and with the support of the Youth Outdoor Programs Manager (YOPM), this position is responsible for the operations and in-the-field youth leadership of BSLT’s Youth Outdoor Programs. This position will also assist the YOPM in the planning and administration of programs as needed. During peak season, this position will assist in the training and supervision of seasonal support teams (youth leaders and camp alumni ages 15-19). Additionally, this position may provide general assistance for organizational events, hikes, and community engagement functions.

Essential Duties and Responsibilities
- **Day Camps:** With guidance from the YOPM, prepare for and implement scheduled day camps, organize themed and varying activities, manage meal plans; as a vehicle operator for camps, organize transportation pick up/drop off locations and times; provide additional supervision and instruction when accompanied by a BSLT youth leader. Organize and maintain all camp gear and program materials in good working order.
- **Overnight Camps:** Alongside the YOPM, attend all overnight camps and act as a field co-lead. This includes activities planning/ leading and coordinating themes and progressive experiences with visiting musical/arts/cultural clinicians. Work closely with the YOPM to supervise youth during camp. Support the YOPM in the organization and oversight of summer residential camp trainings for seasonal support staff and youth leaders. Assist the YOPM with program equipment and supplies procurement, maintenance, storage, and inventory.
- **Youth Leadership Program:** Assist the YOPM in the development and oversight of youth leader training and service schedules. Work with the YOPM to help establish individual leadership plans with youth and provide logistical and field support for leadership trainings and service days. Assist the YOPM in organizing learning, service and leadership opportunities for youth across BSLT departments.
- **Community Outreach and Engagement:** Support the YOPM in upholding existing relationships with community and youth-serving organizations as a method for engaging youth and raising awareness of BSLT in new communities and conducting camper family communications.
- **Planning:** Assist the YOPM in the following as needed: planning three seasons of outdoor programs for youth annually, participating in community outreach and youth engagement (attendance-building) efforts throughout Monterey County, establishing themes and activities for individual camp partners to best meet the needs of the communities and youth they serve, and establishing age-appropriate activities aligned with the needs of the communities we serve, within the context of BSLT’s mission, program values, and philosophies.
- **Administration:** Assist the YOPM in the following as needed: training seasonal youth leadership support teams, diligent adherence to all BSLT organizational and youth program policies and procedures (including child protection policy, emergency procedural plans, risk management and standard operating procedures).

Qualifications and Position Competencies:
- Qualified applicants should be able to demonstrate previous work, volunteer, or educational experience in a combination of some of these competencies:
  - Working with youth in nature through outdoor recreation, environmental education, leadership development, or personal growth programs.
  - Wilderness survival and/or backpacking skills (e.g., compass and map navigation, back country exploration, shelter building, indigenous knowledge, foraging for edible plants, bushcraft skills).
• Passion, interest, or training in addressing diversity, equity, inclusion, and access issues as they relate to outdoor recreation, nature connection, food justice, physical and mental wellness, the arts, and/or community advocacy.
• Nature therapy experience or training in supporting mental, emotional, and physical health through time in nature and fostering a deep nature connection.
• Working with communities within the Salinas Valley or similar.
• Building inclusive communities by inspiring love of the outdoors and self-discovery, as well as cross-cultural respect and understanding. Ability to inspire cross-cultural learning.
• Positive youth development, conflict resolution through proactive positive behavior support, and/or non-violent communication
• Wilderness First Responder and CPR Certification or higher, valid through December 31, 2022, or willingness to secure (support will be provided).
• Lifeguard Certification or willingness to secure prior to June 2022 (assistance may be provided).
• Proficiency with Microsoft Office applications including Office 365, MS Word, Excel, PowerPoint, and Outlook. Experience with database systems is a plus.
• Previous experience with program evaluation, curriculum writing, and integrating NGSS into programming desirable
• Close relationship with school districts and/or other local community organizations desirable.
• Verbal and/or written Spanish-language proficiency preferred.

Education and Experience:
• Bachelor’s Degree in related field or relevant coursework/work experience related to the specific field preferred or combination of education, training, and experience that prepares candidate to deliver front country nature immersion and backpacking programming of 1-4 days with youth ages 10-19; inspire self-expression in participants through music, art, dance, theater, storytelling, sculpture, or other creative outlet; facilitate community building and cross-cultural understanding in participants; and communicate effectively and positively with community partners, colleagues, campers and their care-givers.
• 5-7 years of progressively responsible experience, especially skills related to the position such as experience working with youth, including youth from low-income households, youth of color, and youth who identify as LGBTQIA+.
• Must have a clean driving record plus the possession of and ability to maintain a California Class C driver’s license.

Physical Requirements and Work Environment:
• While performing the duties of this job, the employee is regularly required to be highly active and often requires standing, walking, hiking, bending, kneeling, stooping, crouching, crawling, and climbing.
• The employee must frequently lift and/or move items over 50 pounds.
• The employee is required to safely drive a 12-15 passenger van.
• This position requires individuals to work in a variety of outdoor settings and weather conditions.
• Ability to work weekends, evenings and seasonal over-night stays.
• Ability to work remotely on occasion with supervisor’s prior approval.
• While performing the duties of this job, the employee may be required to sit at a desk or computer workstation, climb, push, pull, and occasionally move equipment.
• The noise level in the work environment is usually moderate.
This job description is intended to describe the general nature and level of work being performed. It is not meant to be construed as an all-inclusive list of responsibilities, duties and skills required by this job classification.

Big Sur Land Trust strives to sustain the highest level of employee satisfaction, engagement, and a culture of trust, respect, and inclusion. We actively work to ensure a positive team environment where individuals are comfortable with expressing diverse views and opinions and sharing power and responsibility for BSLT’s mission.

**Reports to:** Youth Outdoor Programs Manager

**Compensation:** $45k - $52k annually commensurate with experience.

**Benefits:** Big Sur Land Trust offers a competitive benefits package including an extensive health plan, which includes medical, dental, and vision coverage and life insurance; contributions to a 403(b)-retirement plan; and paid holiday, vacation, and sick leave.

**Location:** Big Sur Land Trust offices in downtown Monterey, CA, various BSLT lands & remote

**Big Sur Land Trust is committed to building a diverse workforce.** Big Sur Land Trust provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, or genetics.

**How to Apply:** the following items are required to be considered for the position:

- Cover letter or letter of interest that notes availability to start and addresses these three questions:
  - Why are you applying for this job?
  - What are the most important things to you in a work environment?
  - What type of knowledge, schooling, and/or life experience would you bring to this job?
- Your resume
- Two letters of recommendation supporting your abilities as a youth worker

Please E-mail your completed application packet to tfarrington@bigsurlandtrust.org with the name of the position for which you are applying in the subject line. Incomplete or unqualified applications will not be considered for the position. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for interviews.

**Recruitment Schedule:** The position is available immediately and will remain open until filled.

For more information about Big Sur Land Trust, please visit [www.bigsurlandtrust.org](http://www.bigsurlandtrust.org).