



Educational Equity in the Outdoors

School Year Instructor - School Year 2027

MISSION STATEMENT

Vida Verde is a non-profit that promotes educational equity by providing free, overnight, environmental learning experiences for students who don't otherwise get the opportunity.

Organization Overview

Vida Verde is a small, tightly knit and dynamic organization where the work is meaningful, and the people are exceptional. For many of us, these truly are the best jobs. For over two decades, Vida Verde has delivered high-quality outdoor education programs at no cost to schools serving 4th through 6th-grade students. Through immersive experiences in nature, students connect with their peers and teachers while participating in activities that build positive relationships, foster a sense of belonging, and deepen their connection to the natural world. Our programs primarily serve historically marginalized communities and remain completely free for all participating students and schools. Equity is a cornerstone of Vida Verde's mission, and we intentionally engage in Justice, Equity, Diversity and Inclusion (JEDI) work to ensure young people have access to culturally relevant and inclusive nature education experiences that support success in their traditional classrooms. We also place strong value on supporting our staff through fair pay, quality housing, generous benefits, and professional development opportunities that allow team members to grow in their roles over time according to their interests and strengths.



Job Overview

The instructor position is well-suited for folks with experience in outdoor education, classroom teaching, and/or engaging and supporting low-income and students of color. This is a full-time, school-year (January-early June) position, with Housing & Camp Caretaker Work. Program weeks are scheduled September-November and January-June, with about 33 weeks of program. Caretaker work commitments outside of program weeks. The instructor will be driving 20-passenger electric buses and is required to have a CDL Class C- Passenger Endorsement (obtain immediately upon hire and be certified by August, resources and financial support available). On-the-job training for instructor work will happen during the first two weeks of employment. There is spring break in March and February.

Program Overview and Expectations

- Be committed to the Vida Verde mission and vision; embody the [Vida Verde values](#) at work

- Collaborate with the instructor team to develop an emotionally safe and supportive learning environment for the students and ensure physical safety
- Connect with and understand students as individuals, take time to learn about them and their communities
- Embrace a culture of feedback via peer-to-peer observations, teacher evaluations, video recordings, team debriefs, monthly meetings with your manager and quarterly goal setting
- Responsible and safe driving for the Vida Verde vehicles
- Arrive on time to all work engagements, including program shifts, meetings, etc
- JEDI work: Contribute to an inclusive culture and commit to the org's [JEDI statement](#).

Instructor Work: All of the below describes our in-person, 3-day and 2-night camp program

Camp Caretaker Work*- Monday

- Instructors will be responsible for a subset of the following Farm and Facilities chores.
- Farm animal (goat and chicken) pasture maintenance
- Program and farm shopping in town
- Recycling and trash
- Restroom cleaning
- Possible garden/landscaping work
- Vehicle maintenance/cleaning
- Other duties as assigned by the Facilities Team Manager

*Every quarter, staff rotate for weekend caretaking (max 4 hrs)

Program Work*- (Tuesday-Thursday):

- Instruction includes leading six core programs: (1) Goat Milking & Cheese Making (2) Redwood Hike (3) Tidepool, Marsh & Beach Exploration (4) Organic Farm Activities (5) Campfire (6) Night Hike
- Cook & facilitate meal prep/cooking with students (instruction provided)
- Perform first aid for students in the case of injury or illness
- Lead games, songs & stories intermittently throughout week
- Leading two enrichment activities per week (camper's choice)
- Set up, maintain, and clean up camp each week
- Work outside in varying weather conditions
- 90%+ work time on feet. Hike/walk up to 4 to 6 miles in a day.
- Lift heavy objects up to 50 lbs
- Long work days during program days (~10-12hr workdays)

*three consecutive & long days per week

Professional Development - Friday:

- Participate in weekly, half-day student management/professional development workshops
- Participate in and prepare for fundraisers, donor events, and site work days
- Teambuilding and communication: attend staff meetings, professional development, and proactively keep up with work communications (email, etc.)

- Support Vida Verde in its ongoing efforts to create and implement the org JEDI (Justice, Equity, Diversity, and Inclusion) plan

Required Certifications:

- Holds a valid US Driver's License
- Obtain and or Maintain Current Commercial (Class C) Drivers License with Passenger Endorsement and Drive 20-passenger shuttle bus (training provided). Getting the license typically takes 5 days worth of work strategically spread over 3 months. This process will start immediately upon hire.
- Current First Aid & CPR Certifications
- Sexual Harassment (Can be done in the first week of employment)
- Mandated Reporter (Can be done in the first week of employment)

Qualifications of a Strong Applicant

- Inspired by and committed to the mission of the organization
- Strong individual and group student support and management skills
- Experience in outdoor education, classroom teaching and/or engaging low-income and students of color
- Experience in trauma-informed, culturally relevant and culturally responsive teaching
- Clean driving record
- Comfortable working independently and as part of a strong team
- Strong team player and communicator
- Appreciation and comfort leading and teaching students in the outdoors in all types of weather
- Ability and willingness to work flexible hours (evenings and some weekends)
- Comfort and composure when dealing with adversity and conflict
- Adaptable
- Organized
- Desire to engage in personal and org-wide JEDI (Justice, Equity, Diversity, and Inclusion) and anti-racism work.

Bonus Qualifications

- Bilingual (Spanish and English)
- Comfortable playing guitar or other instrument during songs/campfire
- Handy

Compensation

- 1st Year regular pay is \$20/hour (plus housing) for those holding (CDL) Commercial Drivers License (38-45 hours/week, approx. \$800/week). If not holding a CDL upon hire, 1st Year pay is \$18/hour (plus housing) until certification is obtained, typically within 3 months (38-45 hours/week, approx. \$600/week). Back pay from start date is issued upon CDL completion.
- Housing provided, a large private bedroom in a three-bedroom staff house or yurt. (Closet, storage space, washer/dryer, shared living room/kitchen/bathrooms.) Access to trail, creek, secluded rural setting.
- Optional \$200 monthly contribution towards group Health, Dental & Vision insurance.

- Full-time staff at Vida Verde are eligible for retirement benefits (Vida Verde matches up to 5% of your salary) after nine months of employment. Vida Verde's contributions are applied retroactively upon completion of nine months of work, and are vested over a five-year period.
- Pro Deals (deep discounts on products from: Smartwool, Patagonia, Chaco, and others)
- Paid Instructor and Caretaker Training (6-7 days)
- Option to eat food prepared for the program during the program week, Tues-Thurs

Location:

Vida Verde Nature Education
3540 La Honda Road
San Gregorio, CA 94074

Application Procedure/Timeline

We are accepting applications on a rolling basis.

To apply, please send a letter of interest and resume via email to the following recipient:

Izabella Rodríguez (Izabella@vveducation.org)

If we decide to move forward with your application, we will ask for three references and a video of you teaching after your first interview.

More information about our organization and traditional overnight program can be found on our website:
www.Vveducation.org