



Youth and Young Adult Outdoor Education  
5360 La Honda Rd  
San Gregorio, CA 94074  
[www.yayaoutdoored.org](http://www.yayaoutdoored.org)

### **OUR MISSION**

*Youth and Young Adult Outdoor Education promotes healing and personal growth by restoring identity and ensuring everyone has the chance to connect meaningfully with nature.*

### **JOB OPPORTUNITY**

#### **TITLE**

Outdoor Educator

#### **DESCRIPTION**

Outdoor Educators at Youth and Young Adult Outdoor Education (YAYA) work with diverse high school students from across Northern California, gaining hands-on experience in adapting lessons to meet varied learning needs. Our program focuses on personal identity development through journaling, reflection, and immersive lessons in local ecology and biodiversity. As an educator, you'll collaborate with YAYA staff, teachers, and chaperones to foster an inclusive environment where all participants feel supported. This role enhances your skills in differentiated instruction while deepening students' connection to the natural world. Educators also assist with the annual fundraiser, directly supporting the program's sustainability.

#### **ABOUT YAYA OUTDOOR ED**

We are dedicated to fostering personal growth and reflection through meaningful outdoor experiences. Recognizing a gap in nature-based programs tailored for high school students, we designed our curriculum to encourage deeper connections with both nature and self. Our focus is on providing transformative experiences that integrate personal reflection, hands-on learning in indigenous science and permaculture, and collaborative cooking.

As a newly established nonprofit in the heart of the Bay Area, we are driven by passion, growth, and adaptability in creating life-changing opportunities. We emphasize **diversity, equity, inclusion, and justice (DEIJ)** to ensure high-quality and equitable experiences for both students and staff. Our 4-day overnight program in San Gregorio serves students from across the greater Bay Area, promoting environmental stewardship through empathy and engagement with local ecosystems.

#### **LOCATION**

OVY Camp - San Gregorio, California

#### **WE VALUE YOU**

We understand that you might not meet every requirement or qualification, and that's okay! We are looking for people that are passionate about students having equal opportunities in the outdoors, and have a willingness to learn and grow alongside our org. If you meet most of our hiring criteria, and this org sounds like the perfect fit for you, we encourage you to apply.

## **EMPLOYMENT OVERVIEW**

This is an hourly, non-exempt full time position

Hours per week average between 32-40 hours

4 days, 3 nights of program - on call overnights once every other week (Monday-Thursday)

Professional Development on Fridays

25 to 30 weeks of student program

Staff Training start Monday, **September 1, 2025**

Final day of the job will be Saturday May 30, 2026 - Annual Fundraiser (7am-7pm)

## **JOB REQUIREMENTS**

### ***Work and Education***

- At least 2 year of experience in outdoor education or high school age groups
- Higher Certification is always a bonus (WFR, WFA, EMT)

### ***Physical and Mental***

- Satisfactory background check and TB test
- Must have transportation and possess a valid driver's license and clean driving record
- Participate in moderate physical activity, including but not limited to hiking, navigating over rocky terrain, working in various weather conditions and lifting up to 40lbs
- Maintain positivity and make decisions in adverse conditions such as changes in schedules or staffing, unexpected changes, long working hours or crisis

*Reasonable accommodations can be made to individuals with disabilities*

## **PREFERRED QUALIFICATIONS AND SKILLS**

- Alignment and commitment with YAYA's Mission and purpose
- Commitment to upholding DEIJ work
- Passionate and dedicated to fostering positive relationships
- Comfortable speaking, singing and performing in front of large groups
- Ability to contribute to the growth and success of the organization
- Positive attitude when working with staff, students and volunteers
- Ability to work independently, and cooperatively in a team environment
- Flexibility to adapt in a new environment and new program
- Open to communication with empathy and compassion, and willing to receive and give feedback
- Experience working with high school students, and/or students with diverse backgrounds
- Competency in outdoor education in a variety of environments and ecosystems

## **RESPONSIBILITIES**

### ***Program***

- Facilitate daily activities such as opening/closing ceremonies, solo hikes, and journaling reflections based on provided prompts.
- Lead weekly "Camper's Choice" sessions to promote skill-building among participants.
- Develop and deliver lessons aligned with YAYA's curriculum and core values.
- Stay on-site during program weeks, including one on-call overnight shift every other week.
- Lead outdoor explorations, including hiking, tide pool studies, agriculture, gardening, and creek exploration.

- Organize and lead evening activities like campfire discussions, night hikes, games, and songs.
- Ensure student safety and supervision by implementing established policies and procedures.
- Create a positive learning environment, centering on student needs and engagement.
- Teach garden-based lessons focusing on agriculture, pesticide/fertilizer use, and energy conservation in farm-to-table practices.
- Guide students in meal preparation from scratch to be shared with the entire camp.
- Incorporate diverse teaching methods such as hands-on activities, games, journaling, and environmental arts to support student understanding.
- Additional duties and tasks to ensure the safety and success of the program

### **Fundraiser**

- Support the achievement of the organization's fundraising goals.
- Supervise and assist volunteers during event activities.
- Collaborate with the team to ensure a high-quality event experience.
- Share YAYA's mission and vision with attendees.
- Oversee designated aspects of the fundraising benefit.
- Perform additional tasks as needed to support organizational goals and operations

### **COMPENSATION**

- Pay Range: \$25-\$31 per hour
- 5 paid sick days per year
- Insurance benefits offered with organization's medical, dental and vision
  - YAYA offers \$175 contribution per month for benefits
- \$1000 annual stipend for fluent Spanish
- Professional Development, Conference Opportunities
- Cabin for overnight stay during the week, plenty of land for tent camping if preferred
- 3 meals made with love during program weeks, snacks provided during staff development

*Employees are covered by workers' compensation insurance as required by state law*

### **APPLICATION PROCEDURE**

Send a resume, cover letter and references to [info@yayaoutdoored.org](mailto:info@yayaoutdoored.org) - Subject line: Educator"

Application review opens **March 1st**, positions opened until filled.

For more information, please visit [yayaoutdoored.org](http://yayaoutdoored.org) or contact Vaiola Orellana, Director, at [yayaoutdoored@gmail.com](mailto:yayaoutdoored@gmail.com)

### **EQUAL OPPORTUNITY EMPLOYMENT**

*Youth and Young Adult Outdoor Education is an equal opportunity employer.* We are committed to creating an inclusive and diverse workforce and do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, genetic information, gender identity, sexual orientation, marital status, veteran status, or any other protected characteristic under applicable law. We comply with all federal, state, and local laws governing nondiscrimination in employment in every location in which the company operates. We encourage individuals from all backgrounds to apply and strive to provide a workplace that fosters respect, collaboration, and equal opportunity for all employees.

## **VISION**

Our vision is to build a vibrant, inclusive community where youth and young adults can explore and grow through immersive outdoor experiences. We're dedicated to creating a safe, nurturing space that encourages personal reflection and growth, with a special focus on exploring and affirming individual identities. By bringing people together in nature, we aim to foster a deeper sense of connection and empowerment within our community

## **YAYA VALUES**

### ***The Mission Comes First***

At the heart of our organization is a steadfast commitment to our mission. We are driven by a deep dedication to enhancing our program in ways that prioritize the needs and well-being of our participants. Every decision we make is guided by our core mission, ensuring that our efforts are always focused on delivering the best possible experience. This mission-centric approach means that our participants are always at the forefront of our planning, driving us to continually innovate and improve for their benefit.

### ***People Are Seen and Heard***

We believe that every individual is unique and valuable, and that everyone deserves to be seen and heard. Our commitment to inclusivity and community means creating an environment where all voices are respected and all contributions are valued. By fostering an atmosphere of openness and empathy, we ensure that every participant feels recognized and engaged. This dedication to community strengthens our collective experience and enhances the impact of our program.

### ***Lifelong Learners***

We are passionate about nurturing curiosity and promoting lifelong learning. Our program goes beyond traditional education, equipping participants with essential life skills and a mindset for continuous growth. We recognize that survival tools aren't just physical; they also encompass critical thinking, emotional resilience, and adaptive problem-solving. By encouraging a love for learning and exploration, we prepare our participants for success in all aspects of their lives.

### ***Change Is Necessary***

We embrace change as a vital component of our growth and improvement. In our quest to provide the most effective and enriching experiences, we understand that adapting and evolving are essential. We actively seek feedback and reflect on our practices to ensure that our program remains dynamic and responsive to the needs of our participants. By welcoming change, we continually refine our approach to deliver a program that is both relevant and impactful.