



# Wilderness Youth Project

## Open Position

## Early Childhood Outdoor Program Support Staff

### About Us:

Wilderness Youth Project (WYP), founded in 1999, nurtures smarter, healthier and happier children who feel a sustained connection to nature and are peaceful, self-aware community members. WYP connects kids to nature in small groups guided by expert mentors during the school day, after school and in summer. We know that all children need nature; not just the ones whose families have privilege and easy access to nature and not only those of a certain race or economic class or culture or gender or sexual identity or language or set of abilities.

### About This Job:

WYP runs an early childhood outdoor program in Santa Barbara, CA called [Woolly Bears](#), which runs 4 days a week, Monday through Thursday, from 9:00am-1:00pm (staffing time is 8:30am-1:30pm).

The Early Childhood Outdoor Program (Woolly Bears) Support Staff is responsible for supporting many aspects of the WYP early childhood programs ranging from helping to create meaningful experiences for the participants (aged 3-5) to supporting the lead (North) staff with group and risk management. This position may include additional afternoon programs with different age groups if desired.

### Primary Duties:

- **MENTORING**
  - Support mentoring activities such as group facilitation, nature connection and conflict resolution
  - Guide participants on program in areas of nature connection, self awareness, earth skills and teamwork
  - Ability to identify and support participant challenges, gifts and areas of growth
  - Use of storytelling as a mentoring tool
- **PROGRAM FACILITATION**
  - Be on time for briefs, program and debriefs
  - Support other staff in keeping participants safe by knowing how many participants and where they are at all times
  - Willingness to practice leading games, singing songs, telling stories, opening and closing circles, resolutions
  - Stay informed and curious about the program plan of the day
  - Actively contribute to brief and debrief sessions with other staff
  - Able to peacefully resolve conflicts between participants

- Tend to participant needs (food, water, sun, temperature, toilet, gear)
- Willingness to follow lead staff in shifting program flow when needed
- Knowledge of WYP Program Protocols
- Basic knowledge of early child development
- Participate in program celebrations and honorings
- **RISK MANAGEMENT**
  - Minimum of basic child first aid and CPR (certification available through WYP)
  - Risk assessment of specific locations
  - Knowledge of basic water safety at beaches, creeks and rivers
  - Knowledge of plant and animal hazards
  - Knowledge of WYP's Risk Management Strategies
- **COMMUNICATION**
  - Strong communication skills with a wide range of people including staff and parents
  - Maintain communication with WYP headquarters, including emails, calls and texts
  - Attend brief, debrief and staff meetings
  - Submit timecards when they are due
- **NATURE CONNECTION AND KNOWLEDGE OF PLACE**
  - Continuing to learn about local knowledge of specific locations, flora and fauna within Santa Barbara county and earth based skills such as fire by friction, animal tracking, ecology, edible plants
  - Modeling healthy connection with natural world
  - Beginner's mind within the natural world
  - Growth mentality in naturalist and earth based skills
- **COMMUNITY, AWARENESS, ACCOUNTABILITY, ACTION**
  - Tend WYP community
  - Foster a sense of belonging for all participants and staff
  - Create an inclusive and welcoming program environment
  - Commitment to learning about different cultures and experiences
  - Participate in trainings related to diversity and justice
  - Knowledge of racism, ableism, classism and sexism and when it is happening on program overtly or subtly
  - Willingness to lean into appropriate conflict and curiosity around diversity and equity and to generate teachable moments by asking questions and guiding students
- **TRANSPORTATION** (not necessary for preschool but optional if subbing for more hours are desired)
  - If you meet our WYP driver qualifications, drive our small vans with participants
  - Support participants in getting seat belts on
  - Create engaging atmosphere in van and ensure safety
  - Help clean vans at the end of every program

*The company reserves the right to add or change duties at any time.*

### **Minimum Qualifications:**

*WYP is committed to granting [equal employment opportunities](#) to all qualified persons. Affirmative action considerations will be used in the selection process.*

- Minimum of one year working in an outdoor youth mentoring environment
- Experience with early childhood education
- Ability to problem solve
- Excellent written and verbal communication
- Enjoys being of service to self, co-workers and the organization
- Conflict management
- Improvisation
- Dependable and reliable to show up on time and present for program schedule
- Basic ability to use email, phone/text, and to read google docs (training available from WYP)

### **Desired Qualifications:**

- Holds a non-commercial, current driver's license
- Naturalist skills
- Bilingual English/Spanish (speaking)
- Minimum of 1 year working in an early childhood setting

### **Benefits & Compensation:**

- Part-time position (20 hours per week with options to sub for more hours)
  - Woolly Bears on Monday-Thursday 8:30-1:30
  - 1x/mo staff meeting Fridays 2:30-4:30
  - 1x/mo staff skill training Fridays 2:30-4:30 (Optional and paid)
- \$20 an hour DOE
- Start date is flexible sometime before mid February

### **WYP offers a benefits package including:**

- Paid vacation & sick time
- Generous staff training opportunities
- 403(b) retirement plan
- Free WYP programs for staff children
- A commitment to work-life balance and fun, self-driven working environment

### **How to Apply:**

Applicants should first carefully review the minimum and desired qualifications and the [Wilderness Youth Project website](#). After that, please submit the following:

1. Cover letter that addresses the alignment of your experience and interests with the position as outlined above and the Wilderness Youth Project mission
2. Resume
3. List of 3-5 references.

Submit your materials via e-mail attachment in the PDF file format to Sharon Buczaczer at [jobs@wyp.org](mailto:jobs@wyp.org). Initial correspondence via e-mail is preferred. We will continue reviewing applications until the position is filled. We will inform you of timelines and next steps within 2 weeks of receiving your application.

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