



Sienna Ranch

3232 Deer Hill Road
Lafayette, CA 94549
www.siennaranch.net
(925) 283-6311

Job Posting: Nature Program Instructor

ORGANIZATION

[Sienna Ranch](http://www.siennaranch.net) provides immersive nature programming, farm education and compelling outdoor experiences for youth pre-K to teen. Our program offerings include woodshop, natural building, archery, horseback riding, gardening, science, pottery, survival skills, homesteading skills, naturalist skills and much more. Sienna Ranch is situated on a 21-acre family-owned ranch in Lafayette, CA.

POSITION SUMMARY

Nature program instructors teach a range of programs, including school year, summer and holiday camps. This position is responsible for creatively adapting and delivering dynamic nature-based curriculum to small groups of youth age pre-K to teen. Participants return weekly throughout the course of the year and rapport-building between students and instructors is a key aspect of this position. Instructors will cultivate a sense of curiosity and discovery of the natural world through inquiry-based teaching, hands-on lessons, animal interactions, and nature exploration. Activities will include gardening, cooking, animal care, wilderness skills, ecology, and observation of nature. Instructors will model enthusiasm for all aspects of nature and weather conditions and consistently incorporate themes of stewardship, gratitude, and wonder. Nature instructors work as part of a dynamic and collaborative team as well as teach classes independently. This position reports to the Education Director and Operations Director.

SCHEDULE SUMMARY

Non-exempt. Permanent. Full-time. Year-round.

- **Summer Schedule:** Monday-Friday, 35-40 hours per week, June- August
- **School Year Schedule:** Monday-Friday, 30-35 hours per week, September -May

ESSENTIAL JOB FUNCTIONS

- Teach nature classes according to the key program values and curriculum overview
- Teach in our summer camp program and holiday camps
- Maintain prompt and professional email communication with Ranch administration, proactively communicating any issues which may arise
- Lead or assist nature program and summer camp activities as designated by Nature Program Curriculum Director
- Take responsibility for the safety, education and happiness of all participants in your classes and camps
- Encourage respect between participants, as well as respect for the Ranch animals, equipment and facilities
- Ensure appropriate and safe behavior for all participants, utilizing the Sienna Ranch Parent/Guardian Report system when necessary
- Demonstrate impeccable time management and reliably arrive to classes on time as well prep before classes, clean up afterwards, and care for equipment, supplies and facilities.
- Confidently hike on uneven or undeveloped terrain with groups of children, finding and following nature mysteries, and facilitating unstructured nature exploration

ADDITIONAL JOB FUNCTIONS

- Support ranch general operations during dedicated “non-instruction” work shifts. Ranch support may include helping facilities with cleaning and maintenance duties, assisting with animal care responsibilities, maintaining grounds including trail paths, garden, orchard, and other planted areas.
- When scheduled, Instructors may be required to work private events including tours, private lessons, or other activities.

REQUIREMENTS

- At least 2 years experience in outdoor education or related field
- A sincere passion for connecting children to nature, mentoring young people, and working with youth outside in *all* weather
- Ability to improvise, be creative, proactive and flexible, with a strong back pocket of nature games and activities
- Thrive in professional environment with minimal supervision
- Ability to lead curriculum, activities, games and projects as assigned, and to follow a strict daily timetable
- Ability to facilitate unstructured nature exploration
- Ability to patiently and positively mentor youth from a wide variety of cultural backgrounds, ages and experiences
- Ability to patiently and positively communicate with parents
- Committed to being a solution-oriented, self-motivated community member in a cooperative, team-oriented atmosphere
- Be a model of kindness, flexibility and professionalism
- Able to check and respond to email communications within 24 business hours
- Be able to confidentially hike up to 6 miles per day at a brisk pace on uneven or undeveloped terrain with groups of children, finding and following nature mysteries, and facilitating unstructured nature exploration
- Current First Aid and CPR for Adult and Child certifications, and clear TB test results (or ability to acquire before first day or work)
- Certificate of completion for California Child Abuse Mandated Reporter Training
- Able to independently and confidently interact with farm animals, experience with horses a plus
- Able to hold boundaries with students and comfortable upholding consequences when necessary with priority for positive-discipline based approaches.

COMPENSATION

- Hourly, Starting Range: \$17-21 depending on experience
- Kaiser HMO Medical and United HealthCare Dental HMO Coverage after 3 months of employment
- Employer-Matching 401(k) available after one year of employment

COVID 19

The health and safety of our staff, students, and their families is of the utmost importance. In responding to the Covid 19 pandemic, we have worked diligently to adapt our offerings with new procedures and protocols that align with and are compliant with the latest directives and recommendations provided by the CDC, Contra Costa County Health Services, the American Academy of Pediatrics, California Department of Public Health, and Cal/OSHA.

For more information on Sienna Ranch's approach to operating our in-person classes during COVID-19, please visit our [COVID-19 Policy Page](#). Please note that due to the shifting nature of the pandemic and the changes in recommendations, this policy/guide is subject to change.

APPLICATION

Email cover letter, resume, contacts for THREE professional references, and answers to the application questions below to Bridgett McGrath ops@siennaranch.net. Please make sure to include your name, phone number and email address. Applications will be considered as they are received in order to fill this position as quickly as possible.

Application Questions:

Please reflect on and respond to the following questions:

1. How did you hear about this position?
2. What motivates you most to work as a Nature Instructor at Sienna Ranch?
3. SCENARIO: You are out hiking with a group and you notice a red tail hawk soaring above. No one in your group has noticed it because they are distracted by a conversation about video games. How would you use this opportunity to best facilitate nature connection?
4. Please list at least one question you have for us about Sienna Ranch, or the Nature Instructor position.

Sienna Ranch is dedicated to building a culturally diverse and pluralistic team committed to teaching and working in a multicultural environment. We strongly encourage applications from people of color and other groups traditionally underrepresented in outdoor education.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, age, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.