

Position Description: Per Diem Instructors, Year-Round

This part-time educator position at Cottonwood Gulch works with small staff teams to implement outdoor educational programs and the mission of Cottonwood Gulch Expeditions (CGE). Our mission is to provide outdoor learning adventures to youth of all backgrounds that foster personal growth, strengthen community, and inspire stewardship of the natural world. We have been leading outdoor expeditions since 1926, and currently work with hundreds of students (or “trekkers,” as we call them) each year. We use the outdoors as our classroom to explore science, culture, history, art, and adventure in New Mexico and surrounding states, all with the goal of inspiring personal growth and a strong community. During the school year, we partner with more than 30 schools and nonprofits, primarily serving New Mexico students in grades 1-12 on trips ranging from one day to two weeks. During the summer, we run multi-week expeditions for 8-18 year olds. All this totals about 10,000 field days each year, a thriving “Gulch Community,” and hundreds of lives impacted for the better.



Job Objective: Per Diem Instructors work on a part-time contractual basis to deliver exceptional outdoor programming to our school and summer trekkers. Per Diem Instructors are required to complete a Cottonwood Gulch staff training, and will be offered contracts when available. These instructors can bring their individual skills and knowledge to our staff team, including programmatic expertise in outdoor and environmental education, science, art, culture, rock climbing, mountain biking, backpacking, and cooking. They are an integral part of our staff team.

Responsibilities:

Responsibilities specific to this role:

- Provide outdoor education programs in areas of expertise, which could include leading outdoor expeditions, outdoor and environmental education, science, art, culture, rock climbing, mountain biking, backpacking, and cooking.

Responsibilities of all Gulch staff:

- Plan and execute effective outdoor programming in the field and at CGE’s Basecamp. Actively seek out and participate in opportunistic learning opportunities
- Provide leadership and support to outdoor education expeditions across the American Southwest, including in frontcountry and backcountry settings (depending on the group), and at CGE’s Basecamp
- Manage risk in line with CGE’s practices and policies; provide medical care within trained scope of practice
- Participate in the maintenance and repair of our gear fleet
- Teach LNT principles and environmental ethics to groups of youth
- Drive large vehicles (pickup trucks, 15-passenger vans) on a variety of roads
- Attend, support, and assist with meals, nightly campfires, games on the field, staff meetings
- Collaborate to create a positive environment conducive to learning, growth, and fun
- Maintain professional relationships with CGE partners & community members including land managers

Qualifications:

- Applicants must be at least 21 years of age by the position start date and possess a valid driver’s license. Must have a clean driving history and be able to meet the criteria for CGE vehicle insurance coverage.
- Experience as an educator, leader, risk manager, group cook, artist, scientist, and/or adventurer.

- Wilderness First Aid (WFA) or ability to acquire within 30 days of hire; WFR/WEMT preferred.
- Strong organizational skills; experience with Google Drive preferred.
- Ability to communicate effectively and professionally with a wide range of audiences (fellow staff, community members, students, etc.).
- We believe outdoor education takes many different forms; your unique skills and experiences will be considered and valued!

Reports To: CGE Leadership Team

Starting Date: Staff training February 28th-March 4th, or May 31-June 17.

Work Location and Schedule: Each expedition has a different schedule, ranging from one day to several weeks. Most per diem contracts are for 1-7 days at a time. Per Diem Instructors will be contacted ahead of time to discuss availability.

Leadership or Supervisory Duties: This position may directly supervise 2-3 members of the staff team depending on the contract and experience level of the staff.

Criminal Background Check: CGE requires criminal background checks from all employees.

Physical Requirements: Ability to hike up to 10 miles a day on uneven surfaces and carry a pack up to 50 pounds, sleep in a tent or open-air cabin accessed by stairs, work at a desk, talk on the phone, and use a computer.

Compensation & Housing: Paid on a per diem basis, \$100-\$150 per day depending on experience and level of training. Various Pro Deals available to all staff.

Inclusive and Welcoming Environment

CGE is an equal opportunity employer and does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), disability, marital status, sexual orientation, spousal affiliation, mental or physical handicap, serious medical condition, or military status in any of its activities or operations. Moreover, Cottonwood Gulch Expeditions believes in the learning, growth and healing that can take place in the outdoors. We also recognize that access to programs like ours—along with access to any green space, clean air and water, and healthy food—continues to be a privilege rather than a right. CGE recognizes that in outdoor spaces, the voices and work of people of color, people from working class backgrounds, Indigenous people, women, and LGBTQ+ individuals have been often overlooked and marginalized. Therefore, we encourage applications from people in these groups, and all people, regardless of background.

To Apply [Fill Out Form Here](#)