

FOR OVER 30 YEARS!

# WELCOME!

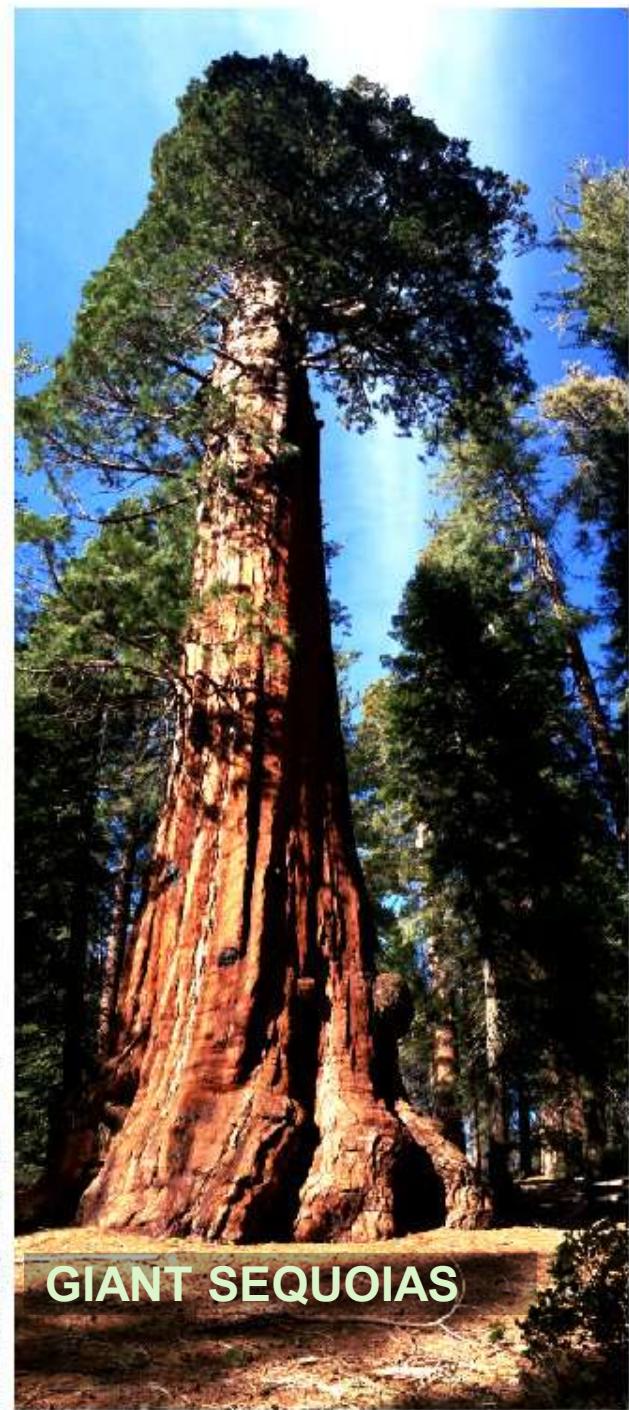
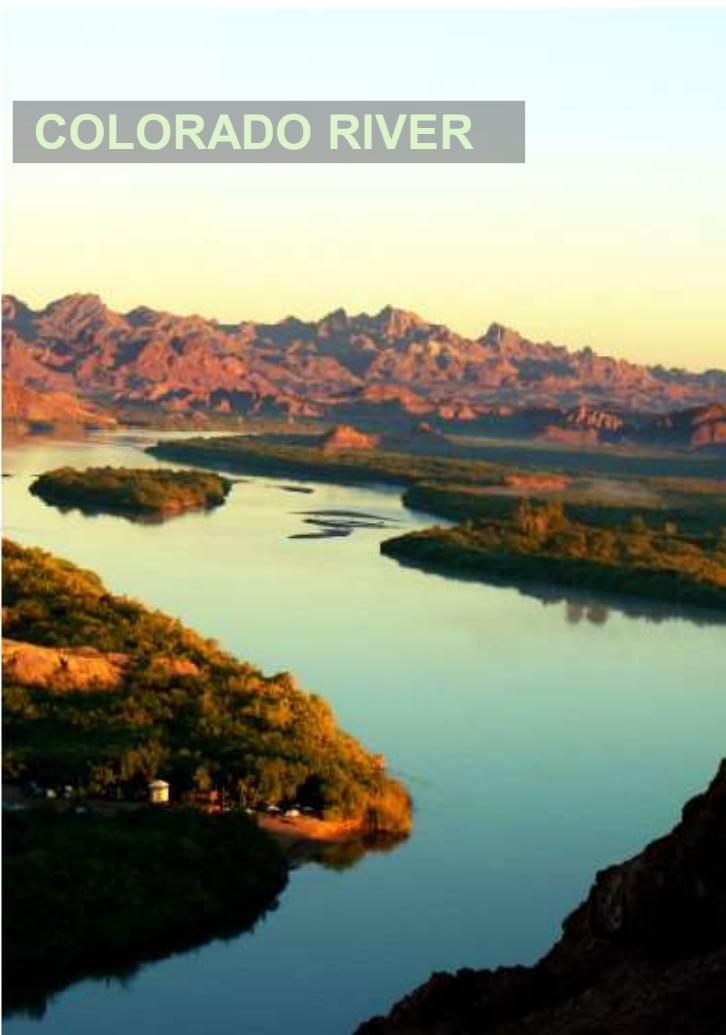
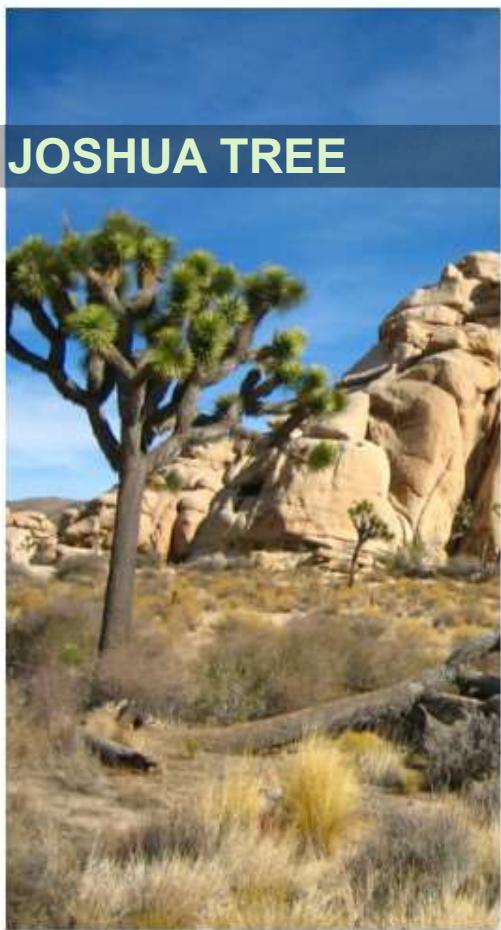
The following is an overview of Naturalists at Large programming. Toward the end you will find information regarding “The Specifics of Working for NAL”, which will be helpful for those of you who will be interviewing for an instructor position. Take notes to help you formulate any questions you might like answered during the interview.

# **WE WORK WITH**

**Charter Schools  
Montessori Schools  
Public Schools  
Waldorf Schools  
Independent Schools**

**Over 350 schools**

**We introduce thousands of students a year to  
diverse environments including...**



# SOME OF OUR SITES



WHERE DO  
YOU WANT  
TO GO?

# OUR FOCUS

We work with each school every step of the way to identify their outdoor education goals and then tailor a program to meet those specific needs.

Topics that we can focus on include...

## WATER SPORTS



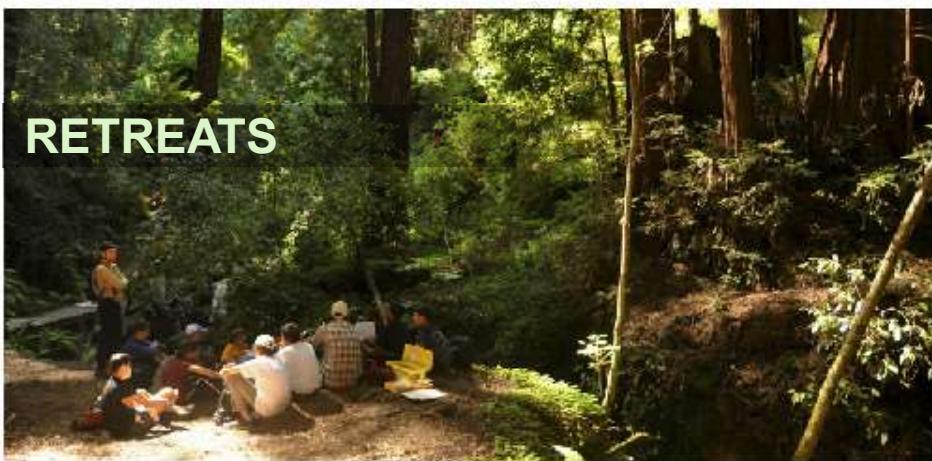
## OUTDOOR SKILLS



## GROUP BUILDING



## RETREATS



## ENVIRONMENTAL STUDIES



# GROUP SIZE 12-14





Naturalists at Large provides a complete outdoor curriculum for primary through high school level students. We can accommodate trips for 15 students to over 200.

# TRIP LENGTHS

Trips range from 1 to 6 days in duration.



# THINGS WE TEACH CAN INCLUDE...

Exploration of fresh water streams & tide pooling.

Introduction to comparative ecosystems.

Plant identification and their uses.

Local wildlife observation and animal behavior.



Understanding the dynamics of an ecosystem.

Regional geology and watershed studies.

Exploring the relationship between humans and their environment.

Star studies and the night sky.

Marine biology and earth's oceans.

# MARINE BIOLOGY



## Exploration of fresh water streams & tidepooling

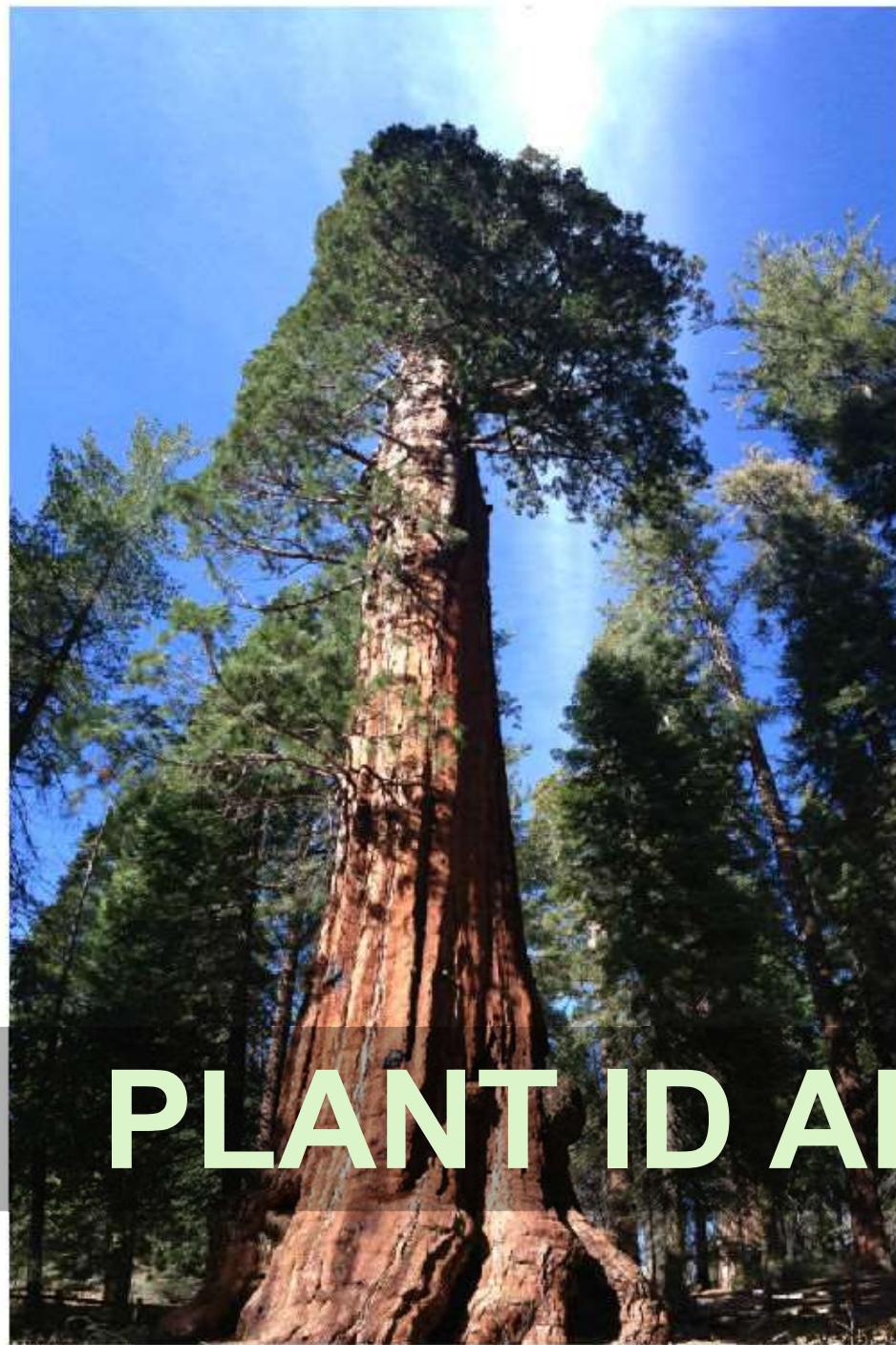


All topics are connected directly to the natural history of each specific program site and are appropriately adjusted to the ages of the students.

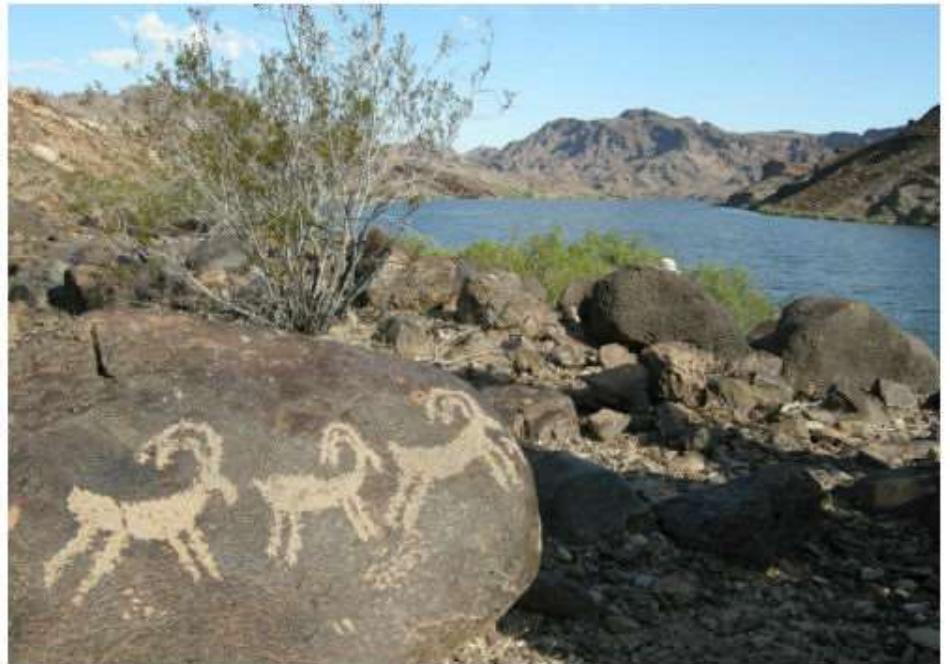
# FLORA AND FAUNA



# PLANT ID AND USES



# HUMAN HISTORY



# GROUP BUILDING AND LEADERSHIP





A focus of most all Naturalists at Large programming is the interaction of the individual with the group. The needs of both must be met through the development of cooperation, leadership and problem solving skills.

The facilitation of activities, with the emphasis on our interaction with the environment and each other, promotes awareness of each individual's role in making the group experience a positive one.



# OUTDOOR SKILLS

Kayaking

Ropes Courses

Hiking

Backpacking

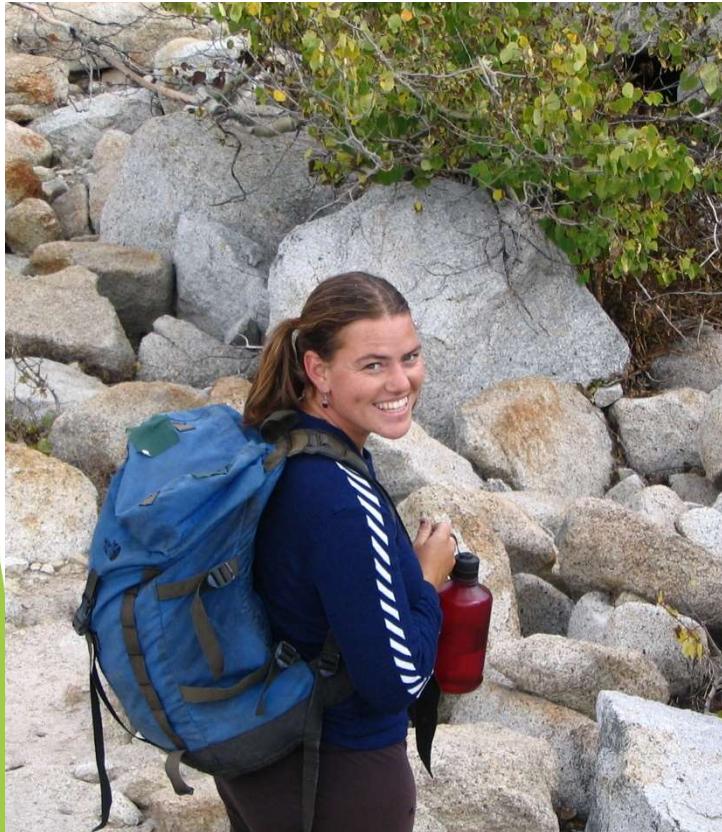
Canoeing

Snorkeling

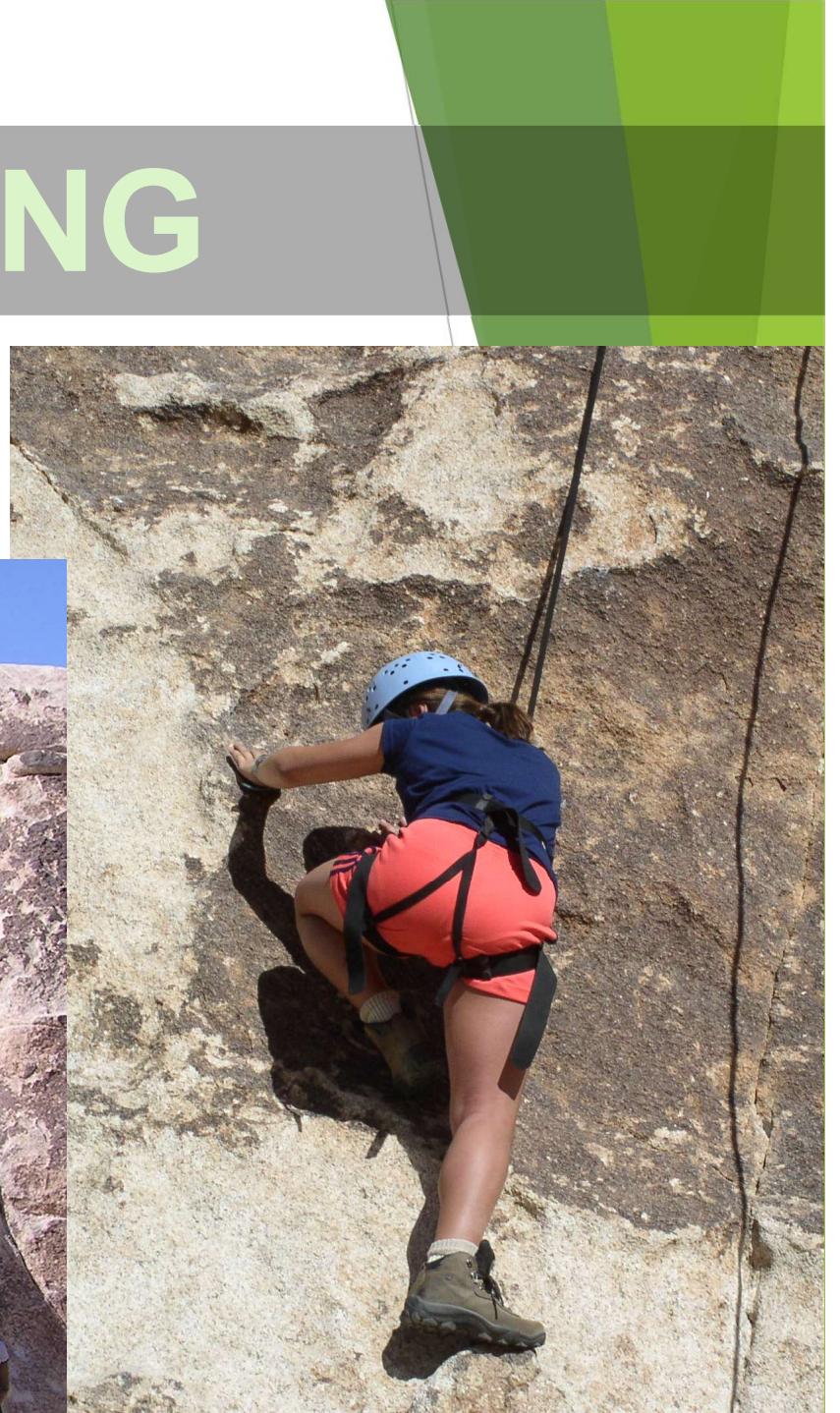
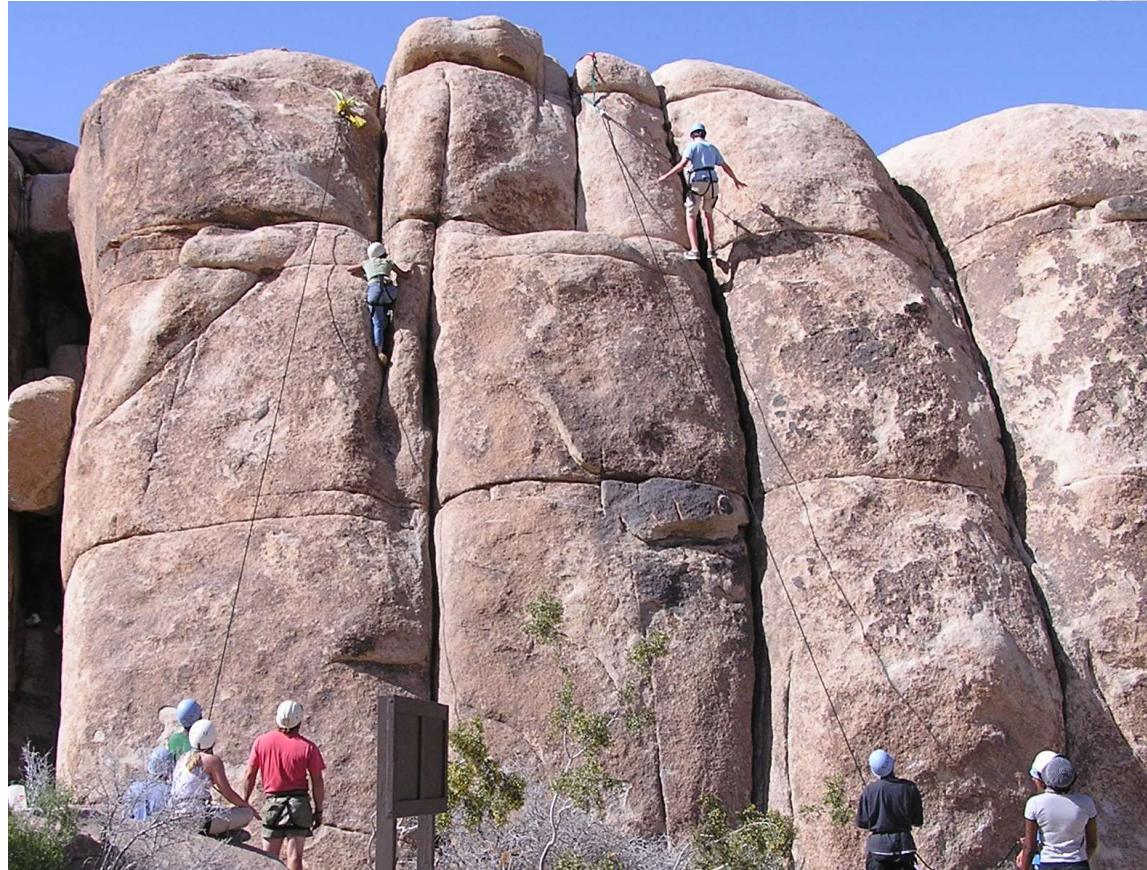
Rock Climbing

Cross-Country Skiing

# BACKPACKING



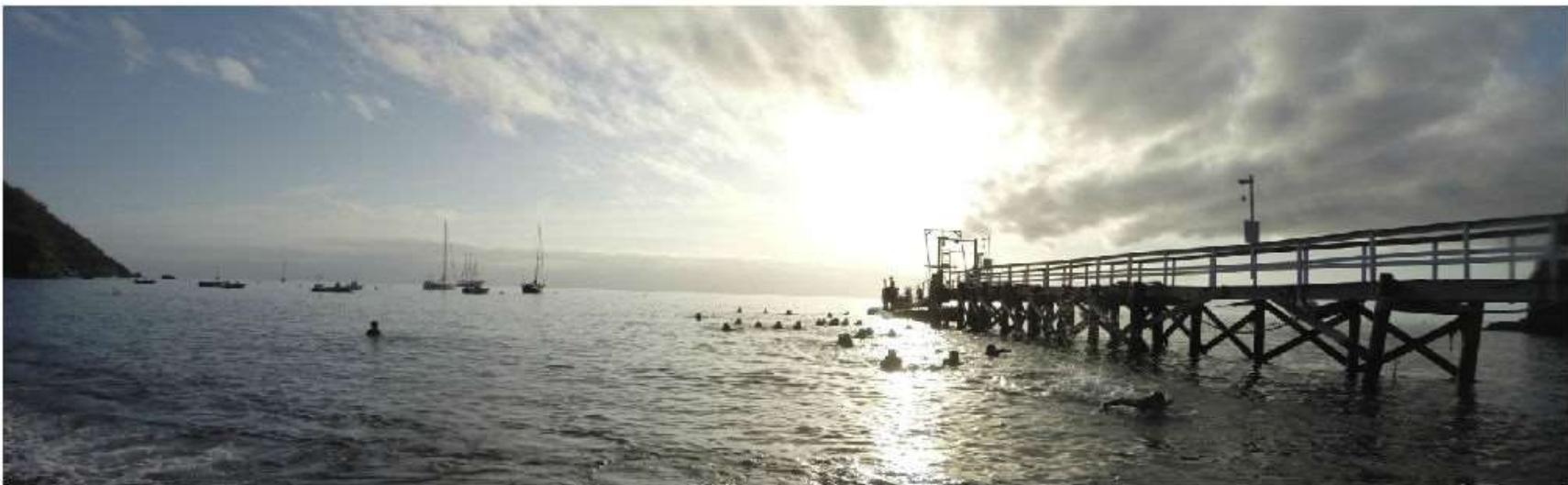
# ROCK CLIMBING



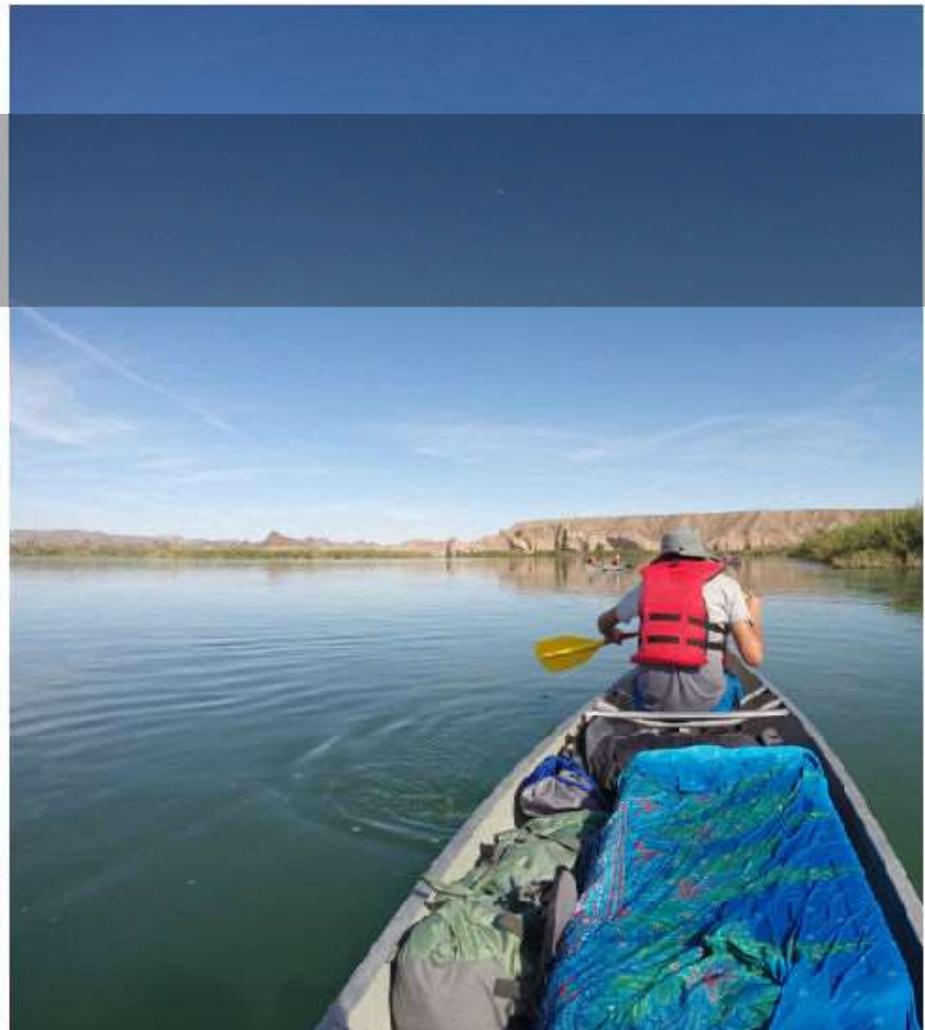
# KAYAKING



# SNORKELING



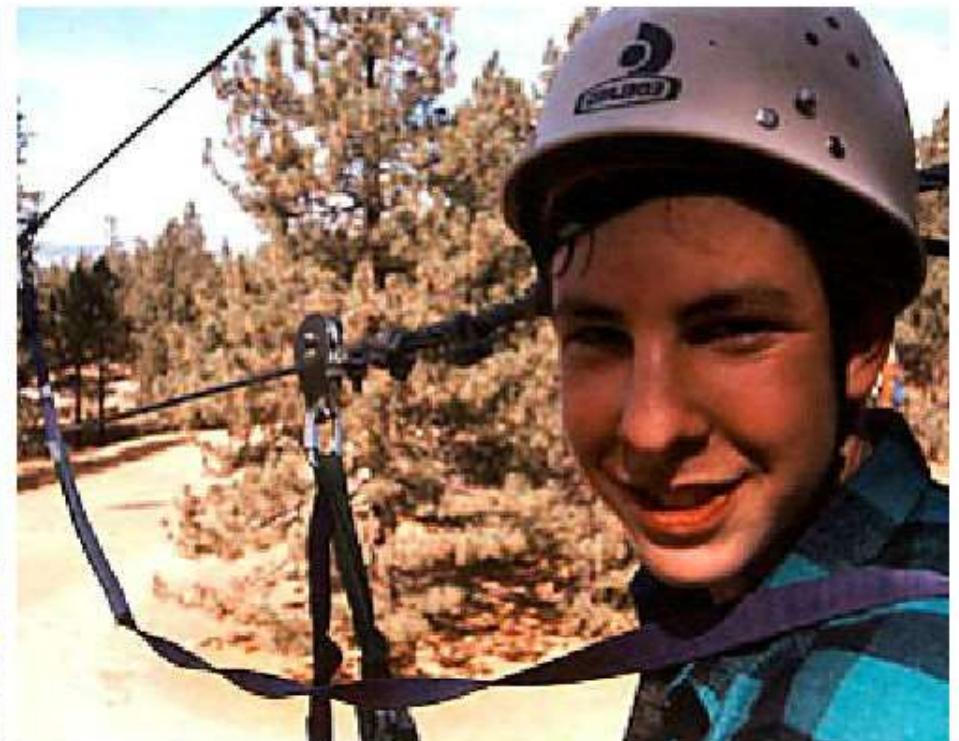
# CANOEING



# CROSS COUNTRY SKIING



# ROPE COURSES



# EVENING PROGRAMS

CAMPFIRES

SENSORY AWARENESS

ASTRONOMY

TONE SETTING



# **OTHER ACTIVITIES**

Andy Goldworthy style Art Projects

Fun Games

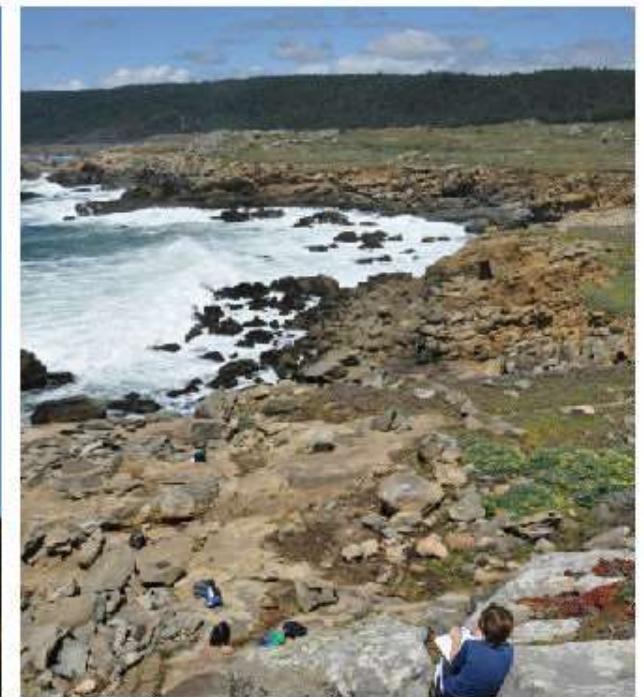
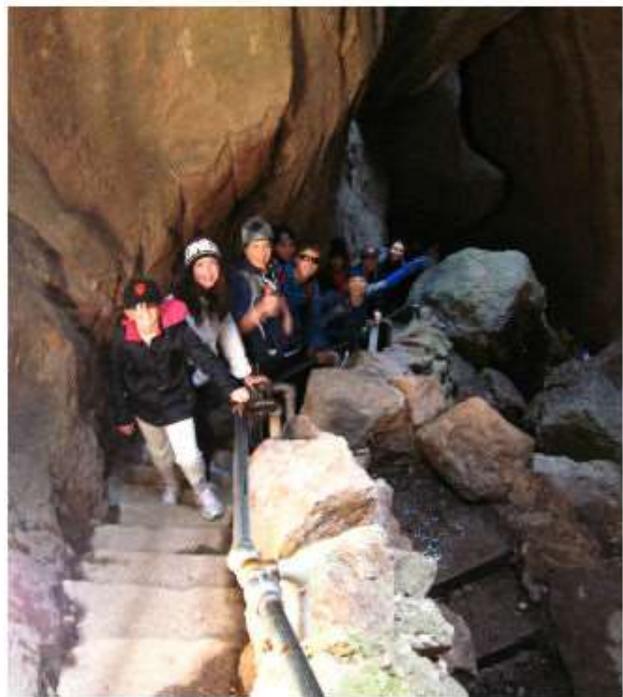
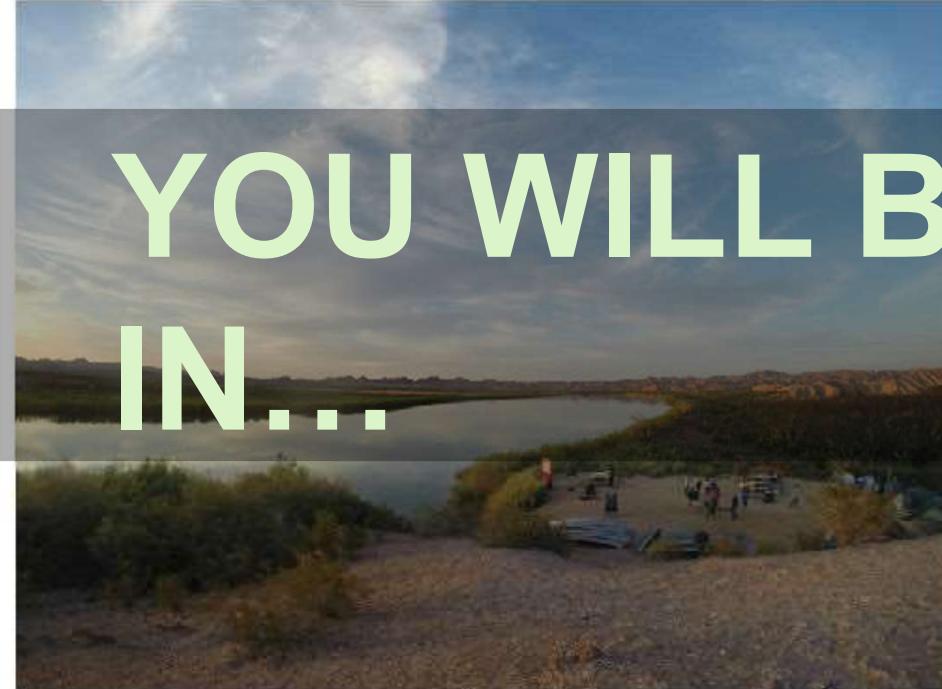
Reflective Activities and  
Journalizing

Stretching and Yoga

Animal Tracking

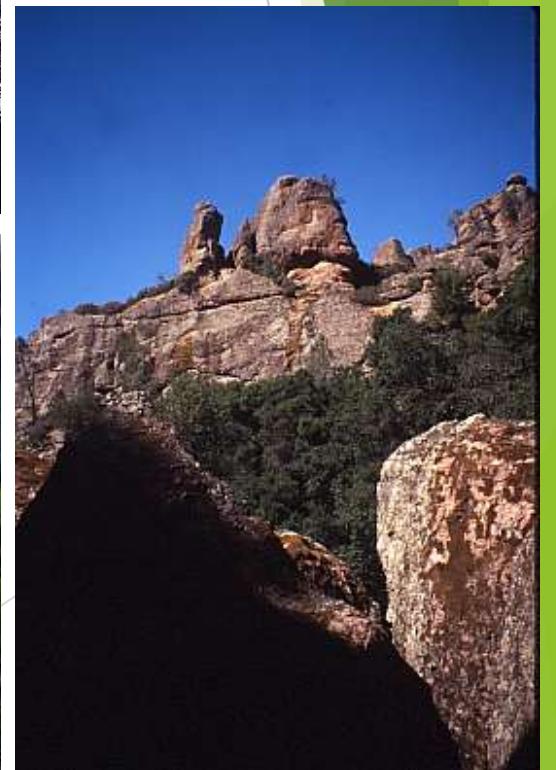
Map and Compass Orienteering

# YOU WILL BE WORKING IN...



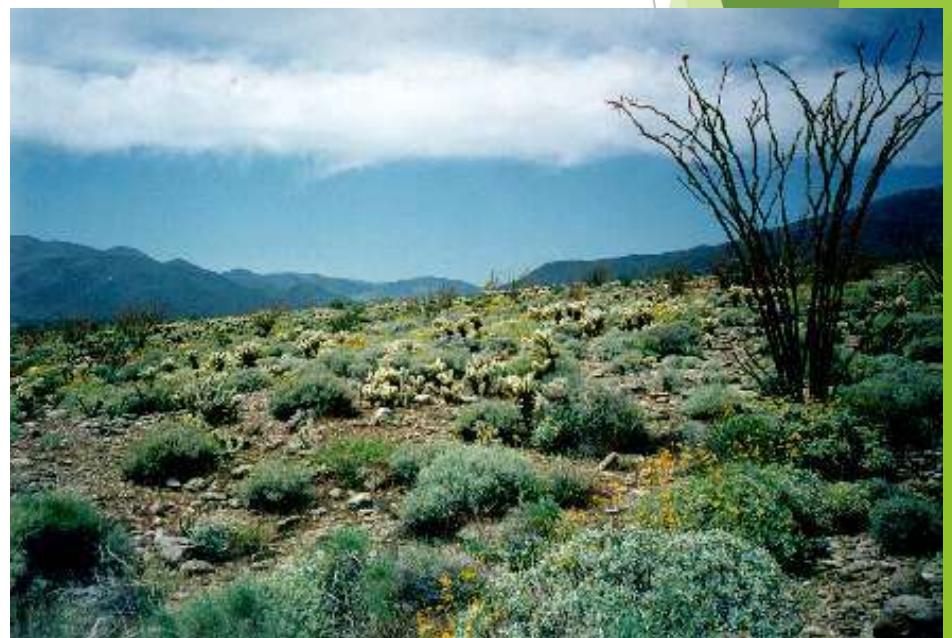
# MOUNTAINS

Santa Cruz  
Sierra Nevada  
Santa Monica  
San Bernardinos



# DESERTS

## Mojave Sonoran



# SEASHORES

Catalina Island  
North Coast Beaches  
South Coast Beaches



# TENT VS. LODGE SITES

Some of the sites we work at are “**LODGE**” sites where you will be provided with a bed, roof, etc. This can range from YMCA style camp facilities where it is nice to bring your own sheet to “Glamping” wall tents equipped with queen sized beds and down comforters.

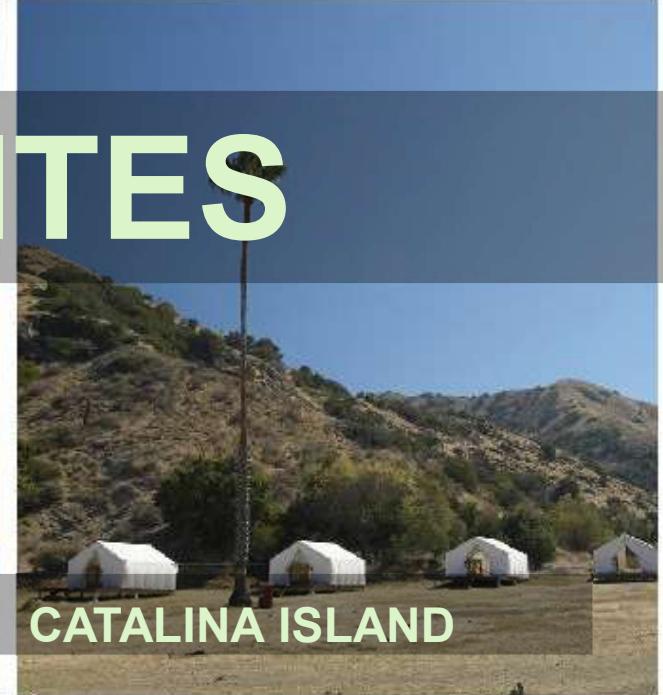
Our Outdoor Learning Center (**OLC**) sites are tent equipped. Students will be using NAL tents and instructors will supply their own.

A typical season at NAL involves a mix of both **LODGE** and **OLC** sites

# SOME LODGE SITES



MT. CROSS



CATALINA ISLAND



EL CAPITAN CANYON



MONTECITO SEQUOIA

# SOME OLC SITES

YOSEMITE



POINT REYES



JOSHUA TREE



LOWER COLORADO RIVER



# FOOD

At most of our OLC sites, and some of our LODGE sites NAL prepares and cooks the food for students and Staff.

At most of our LODGE sites food will be provided by the site to all of the students and staff.

In any case, you will be fed lots and lots of food while working for NAL. We are a “peanut sensitive” company and we work to accommodate most dietary restrictions.



**YUM!!**

# OUR INSTRUCTORS

Naturalists at Large draws its instructors from all over the United States. These are people with 4-year university degrees or equivalent who have proven experience working with youth in the outdoors or in the classroom.



With their high comfort and experience in the outdoors, their passion for teaching, and a commitment to safety first, we have the foundation for a fantastic experience with our students.



# SAMPLE SCHEDULE

The following is a sample three-day schedule (for a rock climbing trip) that has been used by several schools. (Remember that all trips are custom designed and schedules will fit your needs)

## **(Day one)**

**1:00** Arrive at Indian Cove

Campground Bus greeters, Snack.

Orientation to site,

All Staff and Faculty meeting

Break into trail groups / small group orientation and introductions. Set up camp / kitchen orientation

**3:30** Ground school – Intro to climbing

**6:30** Dinner

**7:30** Evening Program: Night awareness and trust activities

**9:00** Students released to faculty

## **(Day two)**

**7:15** Breakfast

**9:00** Groups A, B and C do journal activities, desert ecology hike, group initiatives. Groups D, E and F climb

**12:00** Lunch by groups

**1:00** Groups D, E and F do journal activities, desert ecology hike, group initiatives. Groups A,B and C climb

**4:30** Return to camp

**6:00** Dinner

**7:30** Evening Program:  
Night walk and star study

**9:00** Students released to faculty

## **(Day three)**

**7:15** Breakfast

**7:30** Break down camp

**8:30** All gear staged and ready to load on bus

**9:00** Groups D, E and F hike, art activities and games. Groups A, B and C climb

**11:30** Lunch by trail groups

**12:00** Groups A, B and C hike, art activities and games. Groups D, E and F climb

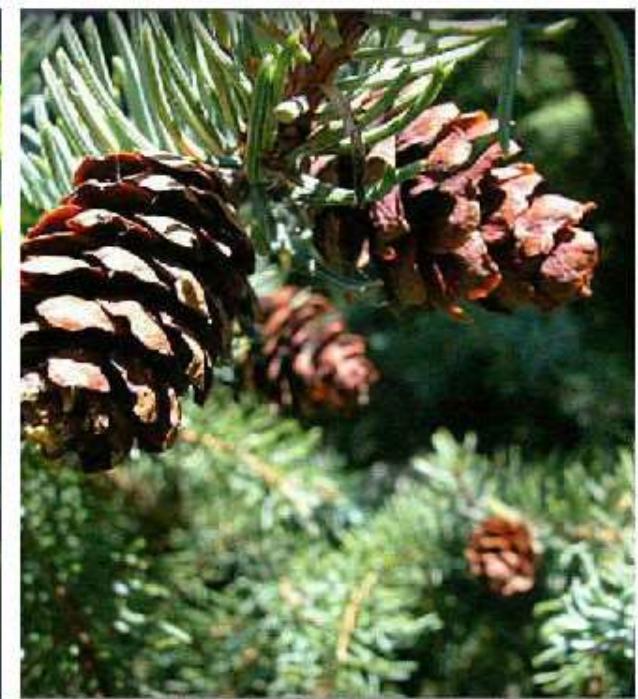
**2:30** Return to camp for debrief

**3:00** Load gear on bus

**3:30** School departs

# OUR MISSION STATEMENT

Naturalists at Large will be the preferred provider of quality environmental and outdoor education programs to independent and public schools at geographically diverse sites throughout California.



You begin your NAL experience by attending a 3-4 day **New Staff Training** (This training is PAID hourly at minimum wage). This training includes a day of policy/procedures/paperwork/ payroll/etc.. A day of playing “student” while our veteran staff takes you out on a NAL trail day. Another day will consist of developing and implementing your own NAL trail day in cooperation with the other New Staff in your training group. There’s always a great deal of group process and team building activities intermixed with environmental concepts and games. Each night we will focus on evening program activities such as astronomy concepts, night hike games, and campfire programs. With this training you are qualified to work many of our trips.



In order to work Colorado River trips and Catalina Island trips you must attend a **Site Training**. In order to work in other Roles at NAL you must attend a **Specialty Training**. We offer training for Ropes Courses, Commissary Director (cooking), Program Coordinator, Rock Climber Check-Off, and Snorkel/Kayak Instructor. Specialty Trainings and Site Trainings are also paid hourly at minimum wage. They are a great way to increase your skills and knowledge base, and is our chance of evaluating you for new roles within the company.

During your interview, you will be asked about your interest level in our specialty trainings:

### CATALINA ISLAND=4 day Training

- \*Marine Biology-kayak/snorkel/tide pool/touch tanks
- \*On Land Preview-hiking/flora/fauna/natural and human history/geology
- \*Island Logistics-parking/ferry rides/shuttles to site/etc

### COLORADO RIVER=4 day Training

- \*Flat water canoeing down a 40 mile stretch of river that is the state border between CA and AZ
- \*Parts of the canoe/parts of the paddle/proper canoe strokes/T-rescues
- \*Time management/Risk management and group management in this program area as we run trips with up to 300 people
- \*Preview of all campsites/side hikes/points of interest

### HIGH ROPES COURSE=4 day Training

- \*Trust progressions/proper spotting on low ropes/facilitation of group building initiatives
- \*High Ropes course set up/knot tying/harness and helmet preview/ground school
- \*Belay skills and managing a student led belay team
- \*Gear retrieval on varying courses
- \*Rescue techniques

As an Instructor, you will be responsible for **9 to 14 students** within your trail group. You will be the only NAL instructor with your group.

You will always be accompanied by one adult representative from the school.

You will work with your trail group from day one to the end of the program, with occasional option blocks where you might work with other students within the class.

You will be supported by other NAL staff during specialty activities, such as rock climbing, ropes course, snorkeling, and kayaking.

Your day typically starts with a 7:30 breakfast and then working hours are typically from 8:30 or 9:00 AM to 4:30 or 5:00 PM each day, with an evening program from 7:30 to 9:00 PM. (Program schedules do vary and you will occasionally work a meal time with your trail group).

Instructors are not directly responsible for the night time supervision of students (aside from scheduled evening program).

You are initially paid at a day rate of \$107 per day. All of our employees start as Level 1 instructors. You will move up the pay scale based on total number of field days with NAL. Our pay scale has five levels.

Even though trips range from 1 to 6 days in duration, **most of our trips are 3-4 days long** for the students. All trips have a **Staff Day** (Paid) which typically begins at 10:00 AM the day prior to the students arrival. Some trips have a 2-day staff day.

Staff day is spent **previewing all aspects of the trip at hand**. As a staff, you will preview the trip schedule, hike trails, preview specific games and activities, and each instructor will then create their “game plan”. This plan, using the pre-arranged schedule, focuses on sequencing and progression for the instructor’s specific trail group. NAL sets a solid framework that an instructor can build upon, drawing on their vast “bag of tricks”.

In order to help you prepare for each of your trips, NAL provides a great deal of support in terms of materials and curriculum available to you. You can expect to see the following kits on each program:

- \*Box of Tricks
- \*Art Kit
- \*Activity Kit
- \*Tracking Kit
- \*Orienteering Kit
- \*Science Kit
- \*Site Specific Library

Additionally at training you will receive a NAL BRAIN which is a small container full of index cards which details hundreds of ideas from games and activities to science lessons and campfire entertainment!

Each staff day typically covers a knowledge share time in which instructors swap ideas for the week and prepare for the flow of each day of the program.

NAL seasons are typically 10 to 14 weeks long, with between 7-14 trips on any given week. Big weeks may have as many as 700 students in the field, with 80-90 staff providing outstanding outdoor experiences, at a variety of diverse sites.

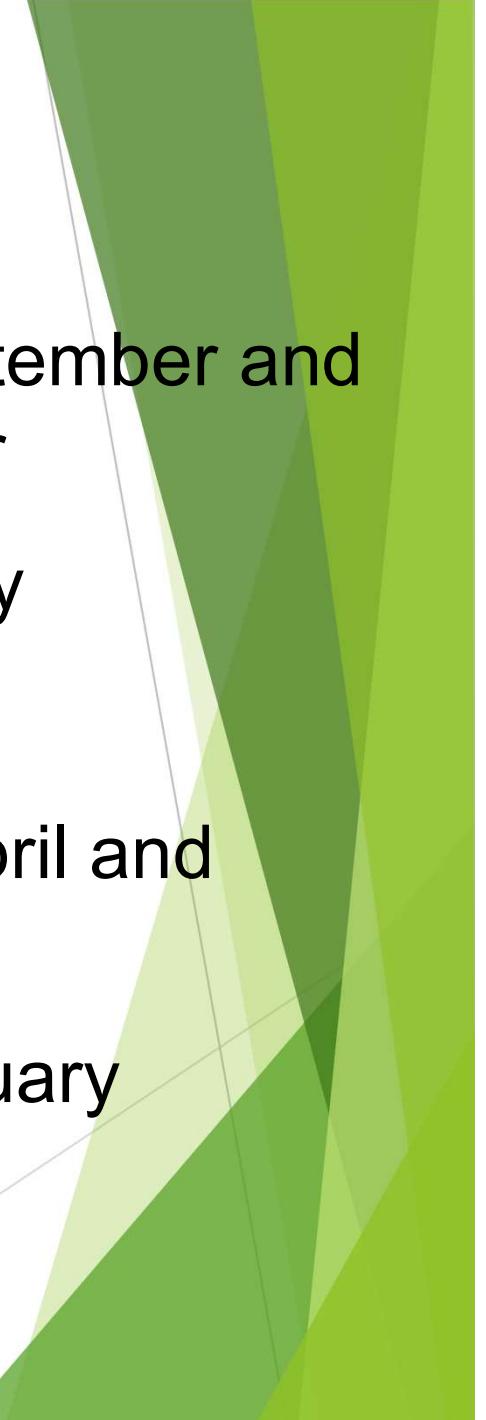
The traveling naturalist is the key to this type of company model. Our instructors do move site to site. With one day to several days off between programs, instructors often have time to recreate or decompress in a wide range of great places. This is the time when staff band together to camp, play, or travel together as they prepare for their next program. NAL provides food and housing during program, but instructors must manage their personal logistics in between trips.

There are usually a few staff housing campsites that are booked throughout the state on Friday and Saturday nights for use by naturalists.

This traveling lifestyle can be intimidating for first time employees, but with 25 years of operation, NAL has noticed how quickly most new staff adapt to the process. Often, this wandering throughout California, is a main benefit to a Naturalists at Large experience.

Most new staff will work a full NAL season in the role of Instructor / Nattie. Upon returning for a second season and beyond, staff take on new roles and new sites. Within 3 or 4 seasons, veteran staff are working more weeks, at a higher pay rate, and in a variety of roles. Trail group instructor, ropes instructor, commissary (cooking), and even managing trips as the Program Coordinator all are roles an individual may have in a single season.

Naturalists at Large has some flexibility in schedules for staff. We offer a few different starting dates and ending dates each season. The key to getting scheduled for trips is being available for the biggest weeks, when we need to be at full strength with everyone working. If a person has specific needs, such as program locations or certain weeks off due to prior commitments, we can sometimes/often work with them to meet their needs and ours. But for the most work available, an instructor with high flexibility will always be easier to schedule and to keep working.



**Fall Season** – Begins Mid-August or September and finishes end of October or mid-November

Phone Interviews begin in May

**Spring Season** – Begins mid-March or April and finishes end of May or mid-June

Phone Interviews begin mid-January

With all this said, an instructor will spend 90% of their program time, working with students, teaching and leading in 3 program areas.

- 1. Natural History/Environmental Science** – From the “hands on” lessons teaching science concepts to the more informal “walk and talks” and using teachable moments.
- 2. Group Process** – From the “we are in this together, how do we make it work?” to the facilitated team building/initiatives/problem solving activities that focus on cooperative and leadership skills.
- 3. Outdoor Skills** – From the “How to” of setting up a tent, dressing properly for the day, to the introduction of basic skills for rock climbing, backpacking, snorkeling, and other specialty activities.

# NATURALIST REQUIREMENTS

- ▶ 1. Experience working with youth in an outdoor setting.
- ▶ 2. Significant personal outdoor experience.
- ▶ 3. Enthusiastic self-starter capable of working with minimal supervision.
- ▶ 4. Demonstrated leadership / facilitator skills.
- ▶ 5. University level academic background in environmental education, the natural sciences, outdoor recreation or related field.
- ▶ 6. Familiarity with academic outdoor programs is desirable.
- ▶ 7. Current Wilderness First Aid and CPR. (Wilderness First Responder training is desirable.) On-Line Certifications are not acceptable.
- ▶ 8. Satisfactory response from Department of Justice and Federal Bureau of Investigation California Livescan process.

**So...Do you get what we do? Can you do it?  
And...do you still want to do it?**

**If so, let's get you interviewed!**

(remember to have your list of questions for your interview)



DISCOVERING THE WORLD

NATURALISTS AT LARGE