



JOB DESCRIPTION

POSITION: Outdoor Learning Guide
RESPONSIBLE TO: Director of Intrepid Academy at Hale

Position Summary:

Intrepid Academy at Hale (IAH) is an outdoor semester school that works in partnership with local schools and organizations. The Outdoor Learning Guide facilitates outdoor activities, collaborates with teachers to transform and adapt academic curriculum, and supports the logistics for IAH programs. This role helps create an inclusive, supportive environment for students and teachers to learn in nature. The Outdoor Guide works closely with a small team to plan and implement engaging outdoor education, including hiking, boating, and team-building activities. Given that the majority of our students come from Boston and Revere, applicants who reflect the racial and linguistic diversity of the Boston and Revere Public Schools are strongly encouraged to apply. For more information about the program, please see [the IAH page on our website](#).

Responsibilities:

- Collaborate with teachers to design and implement culturally relevant outdoor lessons aligned with school curriculum.
- Develop relationships with students, providing mentorship and academic support in subjects like math, science, and English.
- Plan and lead outdoor activities (hikes, boating, high ropes, biking, etc.) for experiential learning.
- Foster a positive community through team-building and reflection activities while maintaining integrity, credibility and fairness.
- Coordinate logistics and support administration of the programs. This includes tracking attendance, maintenance and management of equipment and facilities and assisting with setup and breakdown of activities and daily meals/snack.
- Navigate outdoor terrain, including unmarked trails, while leading lessons.
- Drive a motor vehicle for student transportation and activity setup.
- Participate in required trainings and certifications (e.g., first aid, lifeguarding, high ropes, mountain biking, archery, collaborative problem solving).
- Uphold Hale Education's values and commitment to equity and inclusion.

Required Qualifications:

- Bachelor's degree or three years of experience planning lessons or activities in a high school or other academic setting.
- Demonstrated experience working with youth, preferably in an outdoor or educational setting.
- Ability to plan lessons, teach, or mentor in subjects like math, science, English, history, and Spanish.
- Excellent communication and leadership skills.
- Demonstrated ability to connect with high school students, understanding background and culture.
- Comfortable working outdoors and navigating various terrains.

- Must hold a valid driver's license, be able to ride a bicycle, and be willing to obtain required outdoor skill and education certifications.
- Commits to and works towards equity, inclusion, diversity, and justice, both individually and within the greater Hale community.
- Creates and maintains a reputation for credibility, integrity, and fairness.

Preferred Qualifications

- Experience working with students in Boston, Revere, or in demographically similar schools or communities.
- Bilingual Spanish speaker preferred
- Specific training or experience leading outdoor activities such as hiking; mountain biking; canoeing, rock climbing, ropes courses, orienteering, overnight camping and/or nature programs.

Physical Demands:

- Regularly required to hike, bike, and perform other outdoor activities.
- Must be able to lift up to 25 lbs.

Work Environment:

- Outdoor work in varying New England weather conditions, including hot and humid summer weather and cold winter weather.
- Based primarily at Hale Education in Westwood, MA, with some travel to partner schools in the Greater Boston area.

Compensation & Benefits: This is a full-time, exempt, year-round position. The salary for this role is \$55,000-\$61,000.

In addition, employees are eligible to participate in a robust benefits program including: health and dental insurance, annual cost of living increases, 403b retirement plan with employer matching, employer-sponsored long- and short-term disability benefits, life insurance, employee assistance program, and a competitive PTO plan including holidays, sick time, vacation time, personal days, and a week of closure between Christmas and New Year's holidays.

To apply, email a resumé and cover letter to: Erica Pernell, Director, Intrepid Academy at Hale at epernell@hale.education

About Intrepid Academy at Hale

Intrepid Academy at Hale (IAH) is a semester school that started in 2018. Intrepid Academy at Hale co-designs programs in collaboration with schools and organizations in the Greater Boston area. IAH Outdoor Guides spend the majority of their time on Hale's 1000+ acres that include ponds, forests, cabins, and 20 miles of trails working closely with groups of teachers and students for 8 weeks or more.

IAH's mission is: Rooted in nature, joy, and community, Intrepid Academy breaks down historic and systemic barriers to outdoor spaces and leadership through liberatory experiential outdoor learning. Intrepid Academy students build skills and relationships to thrive academically, personally, and professionally and to lead toward futures of justice, wellness, and interdependence.