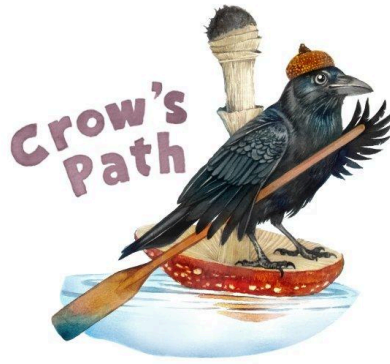




The Wildlands Afterschool Mentor

About Crow's Path

[Crow's Path](#) is a relationship-centered nonprofit organization whose mission is to connect people of all ages to wildness. Through nature-based education, natural history, earth-based skills, creative play, storytelling, and community building, we cultivate meaningful relationships between people, place, and the more-than-human world.

Our programs encourage curiosity, wonder, resilience, and belonging while supporting children, families, educators, and community members in developing lasting relationships with themselves, one another, and the land.

Statement on Experience, Qualifications & Inclusivity

Crow's Path is wholly committed to creating, sustaining, and advocating for a safe, welcoming, and respectful community where staff and participants can show up as their full and wild selves. Our staff come from different backgrounds and have taken many different paths to become mentors in our programs. As much as we value practical experience and education backgrounds in hiring, we also value and weigh life experience, knowledge, and soft skills in our hiring process.

We work to support people of all identities in our programs. Research shows that people from marginalized groups (women, LGBTQ+, and people of color) are less likely to apply for jobs when they do not meet the listed criteria in the job description. We welcome applicants from all backgrounds, even if your experience varies from what we have asked for. Above all, we seek applicants who will support our young participants as they navigate their own identities and those of their peers. Applicants should be prepared to engage in discussions with other staff on gender, race, class, and power as topics arise.

Job description

Our educators are the heart and spirit of our organization and community. We are looking for an afterschool educator to facilitate our afterschool programs! As a mentor, you will join an experienced group of educators, storytellers, paddlers, artists, naturalists, archers, and adventurers as we seek creative ways to excite the passions of our kids. Our style of mentoring combines creative play, storytelling, and freewheeling imagination with the instruction of diverse skills and knowledge.

The Wildlands Afterschool Programs are a bit of a hodge podge. We will have a mix of preK-8th graders, some of whom will be coming from the Field School over to North Alliance Church.

Starts: ASAP	Hours: Monday-Friday, approximately 3:00-5:30pm	Starting Wage: \$20/hr
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Responsibilities

- Work with other staff to collaboratively design and facilitate our afterschool programs
- Organize and engage groups of kids independently and collaboratively
- Maintain a high level of safety in diverse settings
- Design and facilitate workshop-style activities in all kinds of weather
- Role-model, teach, and encourage safe practices with tools (knives, hatchets)
- Track and attend the interests, challenges, and growth of participants over the semester
- Facilitate group dynamics that support a variety of gender, racial, and other identities
- Participate in program development
- Check in regularly with parents to discuss the growth and challenges of their kids
- Show up on time and ready to go with materials and ideas for activities

Required Skills

- Previous experience working with kids in an outdoor environment
- Commitment to emergent design and flexibility with program implementation
- Ready to share many diverse interests with the Crow's Path community
- Confident and intuitive
- In touch with authentic, wild, weird and creative sides
- Flexible, adaptable, comfortable with emergence and improvisation
- Committed to continued learning and personal growth
- Committed to creating an inclusive, safe, and welcoming community

Calendar

We generally follow the Burlington School District calendar. Exact calendar follows The Wilds preschool calendar (available in the [The Wilds Family Handbook](#)).

Anti-discrimination policy

Crow's Path is an equal opportunity employer, committed to creating a diverse and inclusive workplace where applicants of every background can thrive. All decisions regarding recruitment, hiring, benefits, wage and salary administration, scheduling, disciplinary action and termination will be made without unlawful discrimination on the basis of sex, gender, race, color, age, national origin, religion, disability, medical condition, genetic information, marital status, sexual orientation, gender identity or expression, citizenship status, pregnancy or maternity, veteran status, or any other status protected by applicable federal, state or local law.

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