



Outdoor Education Specialist

Position Title: Outdoor Education Specialist (OES)

Reports to: Day Program Director

Pay Rate: \$2300 per month

Term: May 18, 2026 - October 8, 2026

Major Function

Under the direction of the Day Program Director, the Outdoor Education Specialist is responsible for delivering engaging, field-based educational programming for participants of all ages. As an OES, you are the face of the Glacier Institute—a teacher, interpreter, and facilitator who helps people connect deeply with the natural and cultural history of Glacier National Park and the surrounding Crown of the Continent ecosystem.

This position is about teaching with curiosity and enthusiasm while engaging with audiences of all ages and backgrounds. Outdoor education is dynamic, and no two days look the same. The ideal candidate will embrace change, think on their feet, and bring an educator's heart to every program.

Applicants should know this is a demanding role, with variable hours, field conditions, and responsibilities. Specialists are driven by the Glacier Institute's mission to strengthen connections to the natural world through hands-on outdoor learning, and understand that investing in our participants is central to that mission.

Major Duties and Responsibilities

A. Program Leadership

1. Plan and lead field-based educational programs for a variety of audiences (ages 5–95), including but not limited to:
 - Educational Hikes
 - Evening Programs
 - Youth and Community Programs
2. Use interpretive techniques and experiential teaching methods to engage learners in understanding natural and cultural history.
3. Adjust lessons and activities in response to audience needs, environmental conditions, and unexpected challenges.

B. Participant Care and Risk Management



1. Manage participant safety in unregulated outdoor environments using sound judgment, problem-solving, and risk management skills.
2. Administer and document first aid and emergency responses when needed.

C. Operational Responsibilities

1. Safely operate 15-passenger vans and buses to transport participants on varied terrain—including Going-to-the-Sun Road, dirtroads, and highway corridors—from **10-24 hours weekly**.
2. Carry out daily vehicle checks, maintain readiness of first aid and educational equipment.
3. Represent the Glacier Institute with professionalism, positivity, and commitment to our mission.
4. Work confidently in all weather conditions (snow, rain, heat, insects, wildlife, etc.) and perform physically demanding tasks as required.

D. Professional Development

1. Maintain a strong working knowledge of the Crown of the Continent ecosystem through ongoing study and training.
2. Participate in professional development opportunities (e.g., Montana Master Naturalist, Certified Interpretive Guide, etc.).

Candidate Qualifications

A. Education

- Bachelor's degree **in** education, natural sciences, environmental studies, interpretation, or related fields OR equivalent relevant experience.

B. Experience

- Demonstrated experience teaching or facilitating learning—in the classroom, outdoors, or other educational settings.
- Prior customer service or program leadership experience.
- Experience with interpretation, environmental education, or youth programming is highly preferred.

C. Skills and Abilities

- Strong communication, storytelling, and group management skills.
- Enthusiasm for teaching and an ability to adapt to changing conditions, schedules, and audiences.
- Valid driver's license with insurable driving record and the ability to drive up to 300 miles daily.
- Ability to hike up to 12 miles with 3,000 feet of elevation gain, carrying up to 30 pounds.
- Comfortable working independently and in remote, off-grid settings.

D. Certifications

- Wilderness First Aid required.



Compensation and Benefits

- **\$2,300/month** with a flexible schedule (4-day work week, 40 hours per week).
- **Free staff housing** provided.
- Annual National Park pass for Glacier National Park
- Access to professional development and certifications (e.g., Montana Master Naturalist Training, Certified Interpretive Guide Training, and Wilderness First Aid (WFA) certification).
- One paid sick day available per month.
- Opportunities to participate in expert-led Glacier Institute courses.
- Friends and family course discounts (subject to availability).

To Apply

If you're passionate about teaching in wild places and helping others connect to Glacier's landscapes, we'd love to hear from you. **We will start our interviews during the first week of December.**

Please submit your **resume, cover letter, and contact information for three references** to:
careers@glacierinstitute.org

We look forward to reviewing your materials!