



Overnight Educator Job Description

Position Title: Overnight Educator
Department: Education
Reports Directly To: Night Education Manager/
Night Education Assistant
Manager

Directly Supervises: N/A
Indirectly Supervises: N/A
Date: 04/25/2022

BACKGROUND

NorthBay Education is a non-profit organization providing large-scale, innovative, outdoor education programs to public school students from diverse backgrounds. Headquartered on the shores of the Chesapeake Bay in North East Maryland, NorthBay is the largest program of its kind, serving middle school students from Maryland and surrounding states. NorthBay's goal is to transform lives and inspire action by fundamentally changing the way students experience and engage in education. NorthBay programs provide experience-based education, emphasizing social emotional learning, leadership, math, science, language arts, and literacy, while simultaneously facilitating meaningful outdoor experiences and adventure. NorthBay delivers excellence in programming and service to set the national standard for experiential outdoor education.

NorthBay is seeking full-time **Night Educators** within the Education Department to work with middle school students in weekly residential learning experiences at the NorthBay campus. Programming is centered upon social-emotional learning themes, using the natural environment as a metaphor for learning about how our choices affect ourselves, the environment and our community. Night Educators are integral to leading the NorthBay program and are responsible for leading and educating students on a weekly basis.

NorthBay is looking for highly motivated, independent educators with a willingness and ability to learn new material and adapt quickly to changing environments/needs. High energy, dedication, enthusiasm, flexibility, organization, professionalism, and strong work ethic are required to be successful in this position. Successful candidates should preferably have experience working with children and should demonstrate a sincere aspiration to positively affect students' lives. Bilingual (Spanish) candidates are preferred.

- This is a permanent, 10-month, hourly position (Mid-August to Mid-June annually).
- Salary is \$17.81/hour (base rate of \$14.25/hour plus 25% overnight shift differential) dependent upon qualifications and experience.
- NorthBay provides a comprehensive benefits package including health, dental and life insurance, 401k matching contributions, tuition reimbursement, generous paid time off, performance bonuses and more.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Effectively implement the NorthBay Night Curriculum facilitating character/social emotional learning through indoor and outdoor activities and impactful discussion routines.



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2. Assist in the development, improvement and successful implementation of lessons, activities and education programs.
3. Create and compile materials and other resources to be used by program participants and staff.
4. Provide behavior management to students, demonstrating effective and consistent use of NorthBay's restorative behavioral practices and policies.
5. Monitor and maintain equipment and resources to ensure they are maintained at a high standard.
6. Research and gain information and knowledge to prepare for effectively leading education programs and assisting in the training of new staff.
7. Participate in training to become adept at leading, teaching and serving students. First aid and other requirements as deemed necessary.
8. Establish productive communication with students, visiting teachers, parents, and co-workers, building relationships and effectively connecting to further the NorthBay mission.
9. Use effective questioning and teaching techniques across a diverse student body to challenge students and deepen their knowledge.
10. Flexibility and ability to navigate different programming platforms.
11. Responsible for the safety of students, including overnight in cabins and during both indoor and outdoor activities.
12. Other duties as assigned.

REQUIRED QUALIFICATIONS:

- High School diploma or equivalent.
- Must have received or be willing to receive the COVID-19 vaccination by date of hire. Proof of vaccination required.
- Must successfully complete pre-employment state and federal background check with negative results.

DESIRED QUALIFICATIONS:

- Youth program experience.
- Enrollment in a higher education degree program in related field
- Bilingual in Spanish.
- CPR and First Aid certification.