

# OVERLAND

Overland hires exceptional college students and recent graduates to lead summer programs across the country and around the world. Apply to lead hiking, biking, service, writing, language or field studies programs with Overland.

## Program Destinations

- Overland organizes programs in over 40 locations from New England to the Pacific Coast, the Southwest and Alaska. International locations include Canada, Europe, Central and South America, Iceland, South East Asia and Tanzania.

## Why Overland?

- It will be the most challenging—and most satisfying—leadership experience you have ever had.
- You will be part of a dynamic, accomplished and charismatic group of leaders.
- You will see the world—and all of its beauty and promise—through the eyes of the students you lead and inspire.

## Dates of Employment

- Leader training for all staff—first year and veterans—begins in mid-June in Williamstown, Massachusetts.
- Leaders will finish in Williamstown on Monday, August 8, 2016.

## Leader Compensation Includes

- Salary (\$1800 for first year leaders; returning leaders receive raises for each additional summer)
- All Program Expenses (transportation and flights from our base in Williamstown to the trip start and end locations, all accommodations, all meals, all activities)
- Pro Deals (Trek, Cannondale, Kelty, Sierra Designs, Patagonia, Prana, Reef, Smartwool, Smith and The North Face)
- Reimbursements (partial reimbursements for first aid certifications and travel expenses to and from leader training in Williamstown)

## Application Deadlines

- Monday, December 7      Apply by this deadline if you will be abroad in the spring
- Monday, January 11      Most applications arrive by this deadline
- Monday, April 11      Opportunities are still available in March but applicants must be ready to move quickly if an offer is made

## Who Should Apply

- Students finishing their first year in college serve on our Williamstown support staff and lead local trips.
- Students completing their sophomore year typically lead in New England.
- Juniors, seniors and recent graduates lead programs across the country and world-wide.

## Carefully Crafted Programs

- Hiking: introductory programs to advanced leadership courses
- Biking: introductory bike tours to challenge rides across Europe and the United States
- Service: teaching, environmental work, light construction, community focused
- Language: native-speaker instructors support Overland leaders on active programs abroad
- Writing: on campus at Williams College with master teachers
- Field Studies: explorations of the developing world (Ecuador, Peru, Patagonia, Tanzania and South East Asia)

## Small Groups

- No more than 12 students in a group
- Students are carefully screened
- Groups are assembled by age, with attention to gender balance, experience and pre-existing friendships

Apply online at [overlandsummers.com/leaders](http://overlandsummers.com/leaders)

**What's an Overland summer like?** Summer begins with ten days of leader training in Williamstown, Massachusetts. Through seminars and hands-on workshops, leaders sharpen their leadership skills, come to understand Overland traditions and culture and build effective working relationships with their co-leaders and the full-time staff. Leader training also includes multi-day hiking or biking trips in the Berkshires. Once your program starts and your students arrive, you'll find that your days are exciting, fulfilling and fun—and that they are long, tiring and demanding: you will lead 24 hours a day, 7 days a week on programs that last from one to six weeks. After leading, you will return to Williamstown for a few days to reflect on your experience and reconnect with the rest of the staff.

**What are you looking for in prospective leaders?** A strong desire to work with young people, extensive leadership experience, excellent judgment, success working in team settings and leading with others, patience, humor and the determination and stamina to succeed in a challenging environment. Leaders of language programs are fluent in French or Spanish and have studied abroad.

**What's your hiring process?** Submit your application online. We'll notify you of your status within two weeks of the application deadline. We contact finalists to arrange interviews. Following the interview, we make offers—an offer from Overland is for a specific program so that candidates can make informed decisions.

**How many people apply to lead at Overland?** We receive 1,000 applications for approximately 100 new leaders. Around 90 leaders return for a second, third, fourth or fifth summer.

**When do you make offers?** We make offers on a rolling basis beginning in the fall and ending in the late spring. We ask a select group of strong candidates whom we are not able to immediately place on a program to be in our reserve pool for positions that may become available in the spring. Approximately 20 leaders are hired from the reserve pool each year.

**How do you place leaders?** We consider an applicant's written application, experience, references and interview. We look for a match between the new leader, his/her prospective co-leader and the program. New leaders for Overland can lead programs in New England, across the country or worldwide.

**Do you offer reimbursements for certifications and travel?** Yes. Overland reimburses staff for CPR (up to \$25), Basic First Aid (up to \$50) and Wilderness First Aid (up to \$150). While you do not need any certifications to apply, if hired, you'll need to arrive at leader training with at least CPR/AED and First Aid. Support Staff, outdoor leaders and some service and language leaders must have CPR and Wilderness First Aid. We offer a lifesaving course during our leader training for staff who are not certified. Overland partially reimburses staff for travel to training.

**Do you have any pro deals?** Overland staff may purchase Trek and Cannondale bicycles and Kelty and Sierra Designs backpacks at pro deal pricing. Overland staff can order products from Patagonia, Prana, Reef, Smartwool, Smith and The North Face at a significant discount. All pro deals and discounts are subject to availability.

**Once hired, what certifications are required?** Leaders and support staff must have current CPR with AED, First Aid or Wilderness First Aid, a valid driver's license and excellent driving record, and three professional written references. We conduct driving and criminal background checks on all of our staff prior to the summer. All staff must be in excellent physical and mental health with a recent physical.

**Any other fine print?** Leaders are responsible for loss or damage to their personal gear and bicycles during their program (e.g. maintenance and repairs). Overland provides workers' compensation and general liability protection but does not provide health insurance for seasonal staff. Overland Summer Camps, Inc. is an equal opportunity employer.

Questions? Email [jobs@overlandsummers.com](mailto:jobs@overlandsummers.com)