

Our Mission

To offer carefully crafted and superbly led trips that catalyze in students an understanding of the world beyond themselves, beyond their own needs and wants, and inspire them to see how beautiful and exciting, how full of promise the world is.

Application Deadlines

- Monday, December 5 For applicants studying abroad in the spring or who would like to be considered early.
- Monday, January 9 Most applicants apply by this deadline.
- Monday, February 27 During our peak hiring season we continue to receive strong applications.
- Monday, April 10 At this final deadline select opportunities are generally still available.

Minimum Requirements & Expectations

- A valid driver's license and excellent driving record. We provide training for van and trailer use.
- The ability to lift and carry 40 lbs or more of gear or equipment.
- The ability to pass a swimming test and a lifeguarding certification course (we offer one at training).
- CPR/AED and WFA certifications valid through August 7, 2017 (not necessary at the time of application).
- A clean driving record, a positive local police check, CORI, SORI and three written references.
- A recent physical indicating excellent physical and mental health.
- Many trips require specialized hiking and camping skills, bicycling experience or foreign language skills.

Dates of Employment

- Mid-June to Monday, August 7, 2017.

Leader Compensation

- \$1800 salary for first year leaders.
- All trip expenses, including transportation from Williamstown to the trip start and back at trip end.
- Access to ProDeals through Experticity and Outdoor Prolink as well as discounts on Trek and Surly touring bikes.
- Partial reimbursement for CPR, first aid and travel expenses to and from Williamstown.

Frequently Asked Questions

When can I expect to hear from Overland? We respond to all completed applications within two weeks of the application deadline. Finalists are invited to interviews and offers for specific trips follow. We ask a select group of strong candidates 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 many applications do you receive? We typically receive 1,000 applications and hire 100 new leaders; about half of our staff each year is made up of returning leaders.

When do you make offers? We make offers on a rolling basis from December to June.

Where do college freshmen lead? We hire freshmen to serve on our New England support staff. These staff members assist with trips and in the office, organize gear and shuttle groups in 15-passenger vans, sometimes towing a utility trailer. All support staff also help to lead our New England introductory trips.

Where do college sophomores, juniors, seniors and graduates lead? First-year leaders for Overland who are sophomores or older lead trips across the U.S. and abroad. All leaders also have support staff duties.

How are trip placement decisions made? We consider an applicant's written application, previous leadership experience, references and interview. We look for a match between the new leader, their prospective co-leader and a trip. Leaders of language trips must be fluent in French or Spanish and have studied abroad.

What do you look for in prospective leaders? We look for college freshmen, sophomores, juniors, seniors and graduates with a strong desire to work with young people, extensive leadership experience, excellent judgment, superb problem solving skills, success working in team settings and leading with others, patience, humor and the determination and stamina to succeed in a challenging environment. The Overland community is supportive, wholesome and inclusive, and we seek individuals from a wide range of backgrounds, interests and perspectives.

What's an Overland summer like? There are three parts to an Overland summer: training, leading and closing.

- The Overland summer begins in mid-June with leader training in Williamstown, Massachusetts. The entire staff camps out and shares all meals during ten days of seminars, hands-on workshops and a multi-day hiking or biking trip. Leader training is a time to sharpen leadership skills, master the details of trip logistics and build effective working relationships with co-leaders and the full-time staff.
- Overland leaders co-lead a trip or a series of trips with one or two other leaders during the summer. Leaders are responsible for maintaining the health and well-being of their students, managing day-to-day logistics, transporting students in a 15-passenger van (on some trips towing a utility trailer), working within a budget, planning and organizing meals, completing required paperwork, communicating with the Overland office and photographing the experience. Leaders manage risks in the field and serve as a positive role model to students, working to bring every member of the group together as a team.
- The Overland summer ends the first week of August with trip closing in Williamstown, during which leaders re-connect with other leaders and the rest of the staff, debrief their leading experience and follow up with their students via written communications.

Who are Overland's students? Our students are 9 to 18 years old and come from across the country (a small number come from abroad). Every summer about half of our students are back for a second, third, fourth or fifth summer. We are committed to broadening access to all of our trips through our Open Arms scholarship and financial aid program.

What trips do you offer? We organize trips in over 50 locations across the U.S. and abroad, including Canada, Europe, Central and South America, Iceland, Southeast Asia and Tanzania. Our trips include hiking, biking, leadership, service, language and writing; the trips range from one to six weeks in length, and they vary in difficulty from introductory experiences for our younger students to challenge trips for our older students.

What reimbursements do you offer for certifications and travel? We reimburse for CPR/AED (up to \$25) 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 CPR/AED and Wilderness First Aid (we offer a lifesaving course during our leader training). Overland partially reimburses for travel to and from Williamstown at the start and end of the summer.

Please Note: Leaders are responsible for loss or damage to their personal gear and bicycles. Overland provides workers' compensation and general liability protection but does not provide health insurance for seasonal staff.

Overland Is An Equal Opportunity Employer

Overland Summer Camps, Inc., prohibits discrimination against and harassment of any employee or any applicant for employment, or any camper or any applicant to join one of our camps, because of race, color, national or ethnic origin, age, marital status, familial status, genetics, ancestry, religion, disability, sex, sexual orientation, gender identity and expression, veteran or military status, military service or any other characteristic protected under applicable federal or state law. All personnel responsible for hiring and promoting employees, for admitting and enrolling campers, for leading and supporting campers, and for developing and implementing camp trips or activities are charged to support this effort and to respond promptly and appropriately to any concerns brought to their attention. Individuals who feel they have been treated in a way that violates this policy and/or federal, state or local employment laws are encouraged to notify one of Overland's directors. Overland will not take any retaliatory action in response to an individual's complaints.

Our leaders describe Overland as the most challenging and satisfying leadership experience they've ever had.

Apply today!