

Our Mission

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

Application Deadlines

Overland has three application deadlines over the course of the year, and applications will be assessed on a rolling basis. If you plan to study abroad in the spring, please apply by the fall deadline. The deadlines are as follows:

- Monday, November 12
- Monday, January 7
- Monday, March 4

Overland continues to accept applications beyond March 4th. However, in late spring positions are typically limited.

Minimum Requirements & Expectations

- A valid driver's license.
- 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 (offered at training).
- CPR/AED and Wilderness First Aid certifications valid through August 5, 2019 (not necessary at 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 5, 2019.

Leader Compensation

- \$2000 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 bikes.
- Partial reimbursement for CPR, Wilderness First Aid and travel expenses to and from Williamstown.

Frequently Asked Questions

What do you look for in prospective leaders? We look for college first years, 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.

Who are Overland's students? Our students are 9 to 18 years old. 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 scholarship and financial aid programs. In 2018, Overland gave almost \$240,000 in financial aid.

When can I expect to hear from Overland? We notify applicants of their status within 2-3 weeks of applying. Finalists are invited to interview. After that, we extend offers for specific trips to our top candidates. Also, 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 between 800 and 1,000 applications and hire about 120 new leaders; roughly half of our staff each year is made up of returning leaders.

Where do college first-years lead? College first-years join our New England support staff. Members of Support Staff assist with trips and in the office, organize gear and shuttle groups in 15-passenger vans, sometimes towing a utility trailer. Members of Support Staff typically lead one or more weeks of a New England-based introductory trip.

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.

How are trip placement decisions made? We consider an applicant's written application, previous leadership experience, references and interviews. 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 is an Overland summer like? There are three parts to an Overland summer: training, leading and closing.

- Leader Training starts in mid-June in Williamstown. Leaders camp and share all meals during 10 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. Leaders are responsible for maintaining the health and well-being of their students, managing logistics, transporting students in a 15-passenger van (on some trips towing a trailer), working within a budget, planning meals, completing 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 Leader Closing in Williamstown, during which leaders debrief their leading experience and follow up with their students via written communications.

What are meals at Overland like? Good food, excellent nutrition and fun are the goals of Overland's meals. We recognize there are many people with food allergies or intolerances. We welcome these people's interest in joining us, and we ask prospective Overland leaders with an allergy/intolerance to understand that our meals are prepared and served in what may be allergen-contaminated environments, and on many trips allergen-free/gluten-free foods are not readily available. We are happy to welcome vegetarians as long as they understand that they will share in the group's meals but will have the meat portion withheld. We cannot, however, provide meals for people with specialized diets—vegans, for example.

What trips do you offer? We offer trips in over 50 locations across the U.S. and abroad. Our trips include hiking, biking, 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 \$50) and Wilderness First Aid (up to \$200). 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.