

Emerald Bay Outdoor Academy Resident Naturalist

The Emerald Bay Outdoor Academy is a youth science education program based at Camp Emerald Bay on Catalina Island and operated by the Western Los Angeles County Council, Boy Scouts of America. Our mission is to ***inspire the next generation of environmental stewards*** through overnight science programs and Educational Outreach Partnerships. Our students come from public, private, charter, and homeschool organizations. We serve students in grades 5th through 12th every Spring and Fall.

Job Dates:

- This is a seasonal position.
 - Fall season is anticipated to be August 31st – November 6th, 2026
 - Dates are subject to change due to program needs.
- Average of 40 hours per week with opportunities for overtime.

All-Staff Responsibilities:

- Provide exceptional customer service to all student and adult chaperone program participants.
- Maintain professionalism in the workplace and around camp.
- Attempt the American Red Cross Lifeguard certification. An option to complete the training is offered at Emerald Bay during the first contract week.
- Instruct courses for students attending 3, 4, and 5-day overnight outdoor education programs.
- Provide lifeguarding for Outdoor Academy and other Emerald Bay programs.
- Provide basic first aid.
- Clean and maintain camp equipment and course materials.
- Assist with the general cleanup and cleaning of camp.
- Participate in staff trainings.
- Participate in weekly staff meetings.
- Assist with meal serving when assigned.
- Provide retail help in the Ship's Store trading post when assigned.
- Other duties as assigned in camp may include work projects and providing staff assistance for non-Academy groups such as YMCA weekend groups.

Naturalist Specific Responsibilities:

- Instruct courses for students attending 3, 4, or 5-day overnight outdoor education programs. Instruction includes course and material setup/cleanup, managing group dynamics, being knowledgeable in content and lesson plans, and managing group safety.
 - Course Training is provided.
 - Courses include (but are not limited to):
 - Kelp Forest Exploration (classroom and activity component of kayak, paddleboard, or snorkel)
 - Environmental Stewardship
 - Island Biogeography
 - Astronomy
 - Nocturnal Wonderland
 - Science labs: Ichthyology (fish dissection), oil spills cleanup, plankton lab
 - Marine Invertebrates & Intertidal Zonation

Emerald Bay Outdoor Academy



Environmental Literacy at the Gem of Catalina

- Hiking
- Archery
- Team Building
- Oversee instruction for one animal group at a time with an average of 16 students. Instruction also includes group management such as ensuring students are prepared, engaging students in the activities and curriculums, and collaborating with chaperones and the Outdoor Academy Leadership Team when difficult youth behaviors arise.
- Assist with curriculum development when needed.
- Actively grow in knowledge of relevant science content and natural history of Catalina Island.

Qualifications:

- College degree (or near completion) in environmental or marine sciences, recreation, education, or related field.
- 21+
- Passion for outdoors and education.
- American Red Cross Lifeguard Certification with Waterfront Skills additional certification.
 - If staff are not already lifeguard certified, an option to obtain American Red Cross certification will be available the week before staff training begins. Staff may opt to complete lifeguard training with another provider.
- Previous experience working with youth in an outdoor or STEM setting.
- Flexibility as job demands can change quickly.
- Ability to work long, physically, and mentally demanding days which include a variety of land and water-based activities.
- Self-starter, able to work independently and in a group.
- Desire to learn and grow professionally and contribute to a growing program.
- Ability to pass background check.
- Authorized to work in the United States.

Benefits

- First and last boat tickets to and from Catalina Island are provided.
- Hourly pay rate is \$20.50/hour with opportunities for overtime.
- Housing and meals in the dining hall are provided subject to a weekly salary deduction of \$246.24 (deduction amount subject to change by August 2026).
 - Most staff reside in Bunk Cabins, with 3 staff per bunk room which is connected to another 3-person room via a shared bathroom and shower. Visit the facilities page for photos: <https://www.campemeraldbay.org/facilities/#1599675911977-3b4e7ad1-d67e>
- Two free staff t-shirts for new staff and one free staff shirt for returning staff in subsequent seasons.
- Use of facilities and recreational equipment during off hours to explore the world class waterfront and the rugged West End of Catalina Island.
- Training opportunities include American Red Cross Lifeguard with CPR/First Aid/Waterfront components and Catalina Naturalist.

Additional Job Information:

- Staff must reside on-site at Camp Emerald Bay in staff housing.

Emerald Bay Outdoor Academy



Environmental Literacy at the Gem of Catalina

- Prior to employment, all staff are responsible for completing livescan fingerprinting and passing a background check, completing California AB 506 Mandated Reporter Training, and passing a Tuberculosis (TB) screening test. Fingerprinting and TB testing fees are applicant responsibility.
- Staff are responsible for completing a pre-camp physical to be completed using the Annual Health and Medical Record Part C requiring a physician's signature.
- Staff are employed by the Western Los Angeles County Council, Scouting America. A current Scouting America membership is required and should be completed online before arrival to camp.
- Upon arrival at camp, staff may be subject to a drug test.
- Pets are not permitted in camp.
- Paid leave is not provided; however, off-island travel for personal needs may be accommodated with advanced written notice.

To Apply:

- Send the following to Joschi Anderson at Joshua.Anderson3@scouting.org:
 - Resume
 - Cover Letter
 - Three professional references