



WHERE WILL YOU LEAD THIS SUMMER?

OVERLAND HIRES EXCEPTIONAL COLLEGE STUDENTS

and recent graduates to lead summer programs across the country and around the world. Apply online today to lead hiking, biking, service, writing, language or field studies programs with Overland. >>> [MORE](#)

OVERLAND

■ [APPLY ONLINE AT OVERLANDSUMMERS.COM](http://OVERLANDSUMMERS.COM)



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.



413.458.9672
[OVERLANDSUMMERS.COM](#)
[CLICK HERE TO CONTACT US](#)

CAREFULLY CRAFTED PROGRAMS

HIKING & LEADERSHIP: 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 (Costa Rica, Ecuador, Peru, Tanzania and Thailand)

OUTSTANDING LEADERS

800+ APPLICATIONS from a highly qualified pool of prospective leaders

IN-PERSON INTERVIEWS with our full-time staff in locations across the country

100 NEW LEADERS join 70 veteran leaders returning for a second, third, fourth or fifth summer

KEY LEADER ATTRIBUTES: extensive leadership experience in a wide range of settings (school, sports, extra-curricular), enthusiasm, self-confidence, resourcefulness, energy, optimism, flexibility, selflessness

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

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 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.

FAQ

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, appropriate 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. We contact finalists to arrange an interview. 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 typically receive over 800 applications each year. We hire approximately 100 new leaders and 70 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 lead programs in New England, Europe, South America and 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 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.

SMALL GROUPS
CAREFULLY CRAFTED PROGRAMS
COMPETITIVE SALARY
UNPARALLELED SUPPORT FROM OVERLAND STAFF
LEADERSHIP OPPORTUNITIES WORLDWIDE
THE EXPERIENCE OF A LIFETIME

GET STARTED



APPLICATION DEADLINES FOR PROSPECTIVE LEADERS

We have three application deadlines:

MONDAY, DECEMBER 8
MONDAY, JANUARY 12
MONDAY, MARCH 30

Apply by the earliest deadline possible and keep in mind that:

- Most applications arrive by the January 12 deadline
- Apply by December 8 if you will be abroad in the spring
- Many opportunities are still available in March but applicants must be ready to move quickly if an offer is made

Click below to:

[LEARN MORE](#)

[VIEW LEADER PROFILES](#)

[APPLY ONLINE](#)



WHO SHOULD APPLY:

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

DATES OF EMPLOYMENT:

- Leader training for all staff begins in mid June in Williamstown, Massachusetts.
- All leaders will finish in Williamstown on Monday, August 10, 2015.

LEADER COMPENSATION INCLUDES:

- Salary (first year leaders who finish on August 10 earn \$1800; 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 (from Trek, Cannondale, Kelty, Sierra Designs, Patagonia, Prana, Reef, Smartwool, Smith and The North Face)
- Reimbursements (partial reimbursements for first aid certifications and for travel expenses to/from leader training in Williamstown)

