This summer join the community of dynamic, accomplished and charismatic Overland leaders who help students see the world and all of its beauty and promise. Overland hires exceptional college students and recent graduates to lead summer programs across the country and around the world. The staff of over 200 leaders and support staff spend ten days training and six weeks leading or supporting programs. Small groups, carefully crafted programs and inspiring leadership have been at the heart of the Overland experience for 32 years. Leaders describe Overland as the most challenging and satisfying leadership and work experience they have ever had.

What does Overland look for in prospective leaders? 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. Leaders of language programs are fluent in French or Spanish and have studied abroad.

What programs does Overland offer? Overland organizes programs in over 40 locations in the US and abroad. International locations include Canada, Europe, Central and South America, Iceland, Southeast Asia and Tanzania. Our programs range from introductory hiking and biking to challenge trips across the United States and Europe. Other programs include service work, language or writing instruction or leadership training.

Who should apply? Students finishing their first year in college serve on our Williamstown support staff and lead local trips. Those completing their sophomore year typically lead in New England. Juniors, seniors and recent graduates lead programs across the country and abroad.

What responsibilities do Leaders, Support Staff and Operations have? Leaders co-lead a trip or a series of trips during the summer. Leaders are responsible for managing day-to-day logistics, transporting students in a 15-passenger van (on some programs 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. Support Staff and Operations assist with program start and end, assist in the office, support groups in the field, organize gear, assist with staff meals, and drive a 15-passenger van (sometimes towing a utility trailer).

Minimum Requirements and Expectations
- A valid driver’s license and excellent driving record. Overland provides 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 lifeguarding certification
- Current CPR and WFA certifications completed before leader training and valid through August 7, 2017
- Overland conducts criminal background checks and a sexual offender check on all employees.
- Many programs require specialized hiking and camping skills, bicycling experience or foreign language skills.
- All staff camp for ten days and hike or bike on training trips for multiple days prior to leading.

Dates of Employment
- Leader training for all staff begins in mid-June in Williamstown, Massachusetts.
- Most leaders will finish in Williamstown on Monday, August 7, 2017.

Leader Compensation Includes
- Salary ($1800 for first year leaders)
- All Program Expenses (including transportation from Williamstown to the trip start location and back at trip end)
- Access to ProDeals through Promotive and Outdoor Prolink and discounts on Trek and Surly bikes
- Partial reimbursements for CPR and first aid certifications and travel expenses to and from Williamstown

Application Deadlines
- Monday, December 5
- Monday, January 9
- Monday, April 10

This deadline is intended for applicants studying abroad in the spring and applicants who would like to be considered early in our process. Most applicants apply by this deadline. Select opportunities are generally still available.

Apply online at 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 fulltime 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’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. About half of our 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 abroad.

Do you offer reimbursements for certifications and travel? Yes. Overland reimburses staff for CPR (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 at least CPR/AED 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 Surly bicycles and Kelty and Sierra Designs backpacks at pro deal pricing. Overland staff can order products from other outdoor gear retailers 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, 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.

Non-Discrimination Policy
Overland 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 programs 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.