

WELCOME TO YOUR NEW OFFICE

Imagine looking out your office window to see an otter playfully jump into a stream... Hearing the laughing of kids exploring the great outdoors while you do your daily work... Being part of a team where diverse backgrounds are valued and every member is a crucial part of the overall experience.

Great Smoky Mountains Institute at Tremont is a nonprofit residential environmental education center located inside Great Smoky Mountains National Park. Our mission is to connect people with nature, and we hire talented, dedicated and curious individuals to make this work happen.

EMPLOYEE BENEFITS AT TREMONT

For All Employees

- Competitive compensation
- Retirement plan matching contributions - Tremont will match up to 6% of annual salary for all employees working at least 20 hours per week.
- Doubled holiday pay if required to work
- Opportunities for paid professional development, training and certifications
- Voluntary shared leave program
- Free meals when programs are taking place
- Unmatched work environment inside Great Smoky Mountains National Park
- Paid time off on your birthday
- Free registration for most Tremont programs for employees; 50% discount for employee's immediate family members, when space is available. This includes adult naturalist classes, photography workshops, and youth summer camps!
- 30% discount on purchases from Tremont's Visitors Center
- Pro-deal discounts at many major outdoor brands
- LifeMart benefits such as discounts on family activities

For Full-Time Employees

- Medical insurance - Tremont covers 75% of cost for employee
- Dental insurance - Tremont covers 50% of the cost for employee
- Paid annual leave - Starts at 10 paid annual leave days per year; can grow up to 30 days based on length of service
- Paid holidays - 13 days per year
- Paid sick leave - Up to 8 days per year
- Opportunity for 90-day sabbatical leave after four years of employment to further professional development
- On-site housing (for some positions)

Take a virtual tour, meet the team
and apply for an open position at
GSMIT.ORG/JOBS

**GREAT SMOKY
MOUNTAINS
INSTITUTE AT
TREMONT**