



HURRICANE ISLAND OUTWARD BOUND SCHOOL

FIELD INSTRUCTOR (SEA)

Location: Wheeler Bay – Spruce Head, Maine

Status: Exempt

Reports to: Lead Instructor and Course Director

Hurricane Island Outward Bound School (HIOBS) is a non-profit educational organization and an independent member of the federated Outward Bound (OBUSA) national network. Our educational approach is rooted in the challenging and supportive environment of the outdoors and grounded in the science of learning development. The skills students learn on course help them demonstrate long-term outcomes that include self-actualization, social responsibility, and leadership. Our vision is a more resilient and compassionate world, with more resilient and compassionate citizens.

HIOBS operates extended wilderness courses in Maine, Florida, the Bahamas, and Central and South America.

POSITION SUMMARY

The Instructor position is an entry-level instructional/apprentice role, providing familiarity with Outward Bound methodology, procedures, policies, and the local course area. The Instructor works under the direct supervision of the Lead Instructor and the Course Director and is responsible for supervising, teaching, and facilitating students on expedition and at the basecamp.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Participate in all required staff training.
- Fully participate in course planning, including the development of educational and technical curricula, route planning, food, and equipment organization/packing.
- Assist Lead Instructor in the delivery of the Outward Bound mission, educational framework, and required components.
- Demonstrate commitment to own professional growth, and developing technical, educational, and interpersonal skills with the goal of promotion to Lead Instructor.
- Provide clear, effective, and timely communication with the Lead Instructor, Course Director, and other staff.
- Contribute positively to an inclusive, culturally competent, and student-focused work and living environment.
- Consistently strive to give and receive feedback with co-workers and supervisors.
- Communicate effectively, both verbally and in writing.
- Act as a role model for students and assist the Lead Instructor in ensuring that students follow behavioral expectations as outlined in the Commitment to Excellence.
- Effectively articulate the Outward Bound mission.

SAFETY AND RISK MANAGEMENT

- Assist the Lead Instructor in monitoring and assessing risks, training students to manage risk appropriately, and safely managing student well-being.
- Consistently role model and teach best practices of self-care, hygiene, and safety attentiveness.
- Manage a student group and all emergencies in Lead Instructor's absence.
- Locate and use emergency equipment and communication systems in the event of an emergency.
- Adhere to all local operating procedures, safety policies, and emergency procedures outlined in the staff handbook and field staff manual.
- Report safety concerns and any incidents to supervisors and base staff.

KNOWLEDGE AND SKILLS

- Possess knowledge of backcountry hazards and weather patterns.
- Demonstrate proper use, care, and repair of equipment.
- Teach belay, rappel, and rock climbing techniques.
- Hold current certifications in WFR and CPR. Water Safety certification preferred but can be acquired at the program site.
- Demonstrate competent navigation skills, including map and compass techniques, for lake and on- and off-trail travel.
- Possess a level of competence in sailing skills such that focus on the students' needs is easily maintained.
- Possess seamanship skills and ability to react in emergency situations (e.g., crew overboard, capsize, fire).
- Low-impact wilderness travel skills, and ability to articulate knowledge-based ethics.

EDUCATION AND WORK EXPERIENCE

- Experience in outdoor leadership or experiential education programs required.
- Extensive multi-day wilderness expedition experience preferred.

PHYSICAL REQUIREMENTS

- Sufficiently fit to participate in all site and course activities and maintain ample energy, strength, and focus to prevent or respond to emergencies.
- Ability to effectively function and maintain safety while on your feet most days, sometimes up to 16+ hours a day and more in the case of an emergency.
- Ability to lift and carry up to 50 pounds.
- Strong swimmer.
- Able to sleep on ground, camp outside, etc.

COMPENSATION AND BENEFITS

- Per diem pay according to Field Staff pay scale.
- Industry-leading paid training and development opportunities.
- Eligible for Pro Deal (after teaching first course).
- Access to Employee Assistance Program.

SPECIFIC LOCATION DETAILS

The Wheeler Bay sea base serves as the hub for courses on the Maine Coast. In addition to the sailing expedition, most courses have at least one rock climbing day. Service projects designed to enhance the natural environment or support local communities are part of all Maine course types.

The Maine Land Program and Maine Sea Program have close ties to each other, sharing staff training responsibilities, administrative functions, and field staff.

Facilities

Wheeler Bay is located in Spruce Head, Maine – roughly 15 minutes from Rockland, ME. The basecamp is situated on a 48-acre peninsula surrounded by woodlands, tidal flats, a mooring field, and open water access to Penobscot and Muscongus Bays. The Wheeler Bay base includes a main office building with gear warehouse and logistics, a boathouse where boats are maintained, and a Staff House with full bathrooms, laundry, a large kitchen, and community space.

Food and Housing

Room and board are provided during work commitments and are available during time off within a work agreement. Located adjacent to the Staff House are bunkhouse-style cabins with electricity capable of accommodating between four and six persons. There are also tent platforms for pitching personal tents.

EQUAL EMPLOYMENT OPPORTUNITY

HIOBS is an equal opportunity employer and works to include diversity amongst its staff. HIOBS prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants, without regard to sex, gender identity, race, color, religion, national origin, ancestry, age, marital status, mental or physical ability, sexual orientation, genetic information, veteran status, or any other classification protected by federal, state, or local law.

Equal Employment Opportunity applies to all personnel practices, including (but not limited to) recruitment, hiring, training, promotion, termination, leaves of absence, compensation, discipline, evaluation, benefits, transfers, educational assistance, and social and recreational activities.

APPLICATION INSTRUCTIONS

Hiring is done on a rolling basis, and positions will remain open until filled. Training will begin around the second week in May.

Qualified applicants should download and complete the [Field Staff Application from our website](#) and email it to jobs@hiobs.org.