

	<i>Position: Instructor</i>
	<i>Location: Newry, Maine</i>
	<i>Reports to: Lead Instructor &amp; Course Director</i>
	<i>FLSA: Exempt</i>
	<i>Update: October 2022</i>
<b>JOB DESCRIPTION</b>	

**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 Course Director, and is responsible for supervising, teaching and facilitating students on expedition and at 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 & 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

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**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 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 wilderness skills such that focus on the students' needs is easily maintained
- Possess backpacking and canoeing skills and ability to keep a group together and react in emergency situations (e.g., capsized).
- Low-impact camping techniques, 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
- Strong swimmer
- Able to carry packs weighing up to 60 pounds and canoes up to 85 pounds
- 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 Newry Mountain Center serves as the hub for courses in western Maine and northern New Hampshire. Most courses have backpacking and canoeing expeditions and at least one rock climbing day. A few all-canoeing courses typically run in the remote Northwoods course area and may include several days of whitewater. Service projects designed to enhance the natural environment or support local communities are part of all Maine course types.

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

Facilities

The Newry Mountain Center is located in Newry, ME, roughly 15 minutes north of Bethel. The Mountain Center is located on over 350 acres of woodland in the foothills of the Mahoosuc Mountains. The Grafton Loop Trail and Appalachian Trail are within walking distance. The property includes rustic student cabins, several primitive campsites, a ropes course and ample parking. The main building has a kitchen, dining hall, classroom, equipment storage and repair areas, offices, phones, wireless internet, library and lounge, showers, laundry and toilet facilities.

Food & Housing

- Room and board are provided during work commitments, and are available during time off within a work agreement.
- Staff live near the main building in rustic cabins, with access to full facilities in the Staff House. Staff may also choose to set up personal tents.

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**Dates**

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