



## **Adventure Instructor**

**Position:** Adventure Instructor

**Status:** Seasonal

**Reports To:** Assistant Director

**Pay Rate:** \$350–\$400/Week

**Dates:** June 1 – August 12, 2025

At Camp GROW, we're committed to inspiring a love for the outdoors while equipping participants with essential outdoor living and leadership skills. Our 7- to 14-day adventure programs combine frontcountry and backcountry adventures and activities.

These experiences, set in breathtaking locations, foster environmental education and personal growth, empowering participants to apply lessons learned in friendships, self-confidence, and future endeavors.

As an Adventure Instructor, you'll play a vital role in leading and mentoring students during these field-based programs. Your responsibilities will include planning and facilitating activities, teaching outdoor skills, managing logistics, and ensuring the safety and well-being of participants. Adventure Instructors also support program logistics and equipment management, making this a dynamic and impactful role.

### **Primary Responsibilities**

- Supervise and mentor up to 18 students during 7- to 14-day adventures in frontcountry and backcountry settings.
- Teach outdoor living skills, including packing, camp setup and takedown, outdoor cooking, orienteering, and risk management.
- Lead activities such as rock climbing, fishing, archery, riflery, blacksmithing, rafting, horseback riding, canoeing, and backpacking.
- Develop and teach age-appropriate curricula that emphasize leadership and environmental education.
- Document course progress, provide feedback, and engage in post-trip evaluations.
- Maintain and organize gear storage, repair equipment as needed, and ensure readiness for trips.
- Implement trip logistics, including schedules, routes, emergency plans, and menus.
- Administer first aid, student health screenings, and medications as required.
- Support meal preparation, cleanup, and other camp operations during programs.
- Capture and submit photos and videos that reflect the participant experience.

### **Expectations and Workload**

- Work 6-7 days per week with one or more days off between sessions. Regularly work extended hours, including being on-call 24/7 for student needs during trips.
- Carry packs weighing up to 60 pounds and hike challenging terrain.

- Drive a 15-passenger van with a trailer and complete van and trailer safety training.

### **Professional Performance Standards**

- Maintain high professional standards in appearance, demeanor, and performance, serving as a role model for participants.
- Contribute positively to the Camp GROW community through teamwork, creativity, and problem-solving.
- Adhere to organizational policies, safety protocols, and risk management practices.
- Demonstrate a commitment to personal and professional growth, cultural sensitivity, and fostering an inclusive environment.

### **Required Qualifications**

- Experience leading or guiding participants in backcountry settings.
- Prior experience working with school-age children.
- Ability to teach one or more of the following: horsemanship, riflery, archery, rock climbing, swimming, canoeing, fishing, ecology, or arts and crafts.
- CPR certification or the ability to obtain certification before employment.
- Ability to lift 50 pounds and hike steep terrain with gear.
- Must be 18 years or older and pass a comprehensive background check.

### **Preferred Qualifications**

- Current Wilderness First Aid (WFA)
- Lifeguard certification.
- Experience with paddleboarding, horsemanship, or outdoor recreation.
- Proficiency in Microsoft Office, Adobe software, or other digital tools.
- Experience driving with a trailer and familiarity with backcountry travel.

### **Work Environment**

Adventure Instructors work closely with their teammates in a high-energy, collaborative environment. Programs may involve challenging physical activities, inclement weather, and exposure to high-alpine conditions. Staff will also travel to off-site program locations, with most transportation provided by Camp GROW.

This is a unique opportunity to make a lasting impact while growing your outdoor education and leadership skills. Join us for an unforgettable summer of adventure, growth, and connection at Camp GROW!