

# Environmental Traveling Companions (ETC) Youth LEAD Field Instructor: Job Description



**Job title:** Youth LEAD Field Instructor  
**Reports to:** Youth LEAD Program Manager  
**Job Classification:** Seasonal

## Organization & Program Description:

Environmental Traveling Companions (ETC) is a nonprofit, volunteer-based organization that makes the joy and challenge of outdoor adventures accessible to people with all abilities and under-represented youth, inspiring self-confidence, connection to nature, and community-based environmental stewardship. Since 1972, ETC has served over 105,000 participants in our accessible Sea Kayaking, Whitewater Rafting, Cross Country Skiing and Youth LEAD Programs.

The Youth LEAD (Leadership, Environment, Adventure, and Diversity) Program (YLP) is one of ETC’s four main programs. This program provides life-changing outdoor experiences for youth from diverse cultural and economic backgrounds, focusing on technical outdoor skills, environmental education, and leadership development. The YLP 14-to-21-day courses incorporate multiple outdoor activities to expose students to an array of experiences, challenges, and personal growth opportunities. Students experience sea kayaking, backpacking, and white water rafting to learn about themselves, their community of peers, and CA natural history through lessons, storytelling, and adventure.

## 2022 Program Dates & Details:

Note: All Field Instructors are required to attend ETC’s YLP 5-day Instructor Training in the San Francisco Bay Area (dates below). Before your course, Field Instructors are required to attend 3-4 preparation days in San Francisco, working alongside co-instructors and ETC staff. After the course, Field Instructors are required to attend one post debrief day in San Francisco.

Dates	Course	Activities & Location
June 6 - June 10	Field Instructor Training (all Instructors)	Fort Mason Center (first two days); Sea Kayaking Day Paddle in Sausalito & front country camping in Tomales Bay (last three days)
Prep: June 17, 18, 20 Course: June 21 - July 4 Post: July 5	14-Day Young Women’s Point Reyes Course *	Sea Kayaking on Tomales Bay and Backpacking through Point Reyes National Seashore
Prep: June 21, 22, 23, 25 Course: June 26 - July 16 Post: July 18	21-Day Sea to Source Course	Sea Kayaking to Angel Island, Expedition Backpacking in the Sierra Nevadas (Desolation Wilderness), Whitewater Rafting on S. Fork of the American River
Prep: July 7, 8, 10 Course: July 11 - July 24 Post: July 26	14-Day Access to Adventure Course	Sea Kayaking to Angel Island, Whitewater Rafting on S. Fork of the American River
Prep: July 20 - 23 Course: July 25 - August 13 Post: August 15	20-Day Young Women’s Adventure Course*	Sea Kayaking on Tomales Bay, Expedition Backpacking in the Sierra Nevadas (Desolation Wilderness) & Whitewater Rafting on S. Fork of the American River
Prep: July 28 - July 30 Course: August 1 - August 14 Post: August 16	14-Day Adventure Course	Sea Kayaking on Tomales Bay & Expedition Backpacking in the Sierra Nevadas (Desolation Wilderness)

\* “Young women” refers to gender expansive youth (cis girls, trans girls, non-binary youth, gender non-conforming youth, gender queer youth and any young women-identified youth)

## Job Responsibilities:

- Attend a *mandatory* all staff overnight training from **June 6- June 10** in the SF Bay Area
- Work collaboratively in a core team of 3 (with a co-leader and a high school aged youth instructor) and a group of 4-6 volunteer Sea Kayak/River guides to safely instruct 10-12 high school students on course.
- Prepare all course components - curriculum, food packing, gear packing (with support from ETC staff)
- Demonstrate and model excellence in personal organization while living in a campground or backcountry setting for 14-21 days
- Provide positive and encouraging support and guidance for course activities
- Learn ETC environmental/leadership curriculum and deliver focused lessons and activities
- Instruct technical and interpersonal skills to encourage participant leadership growth and personal development
- Safely manage and supervise all activities according to ETC operating policies, protocols, and procedures
- Responsibly handle and care for all gear and equipment
- Supervise and mentor high school aged Assistant Instructor, who is a crucial member of the instructor team and part of ETC's Youth LEAD Fellowship Program
- Serve as a positive, authentic role model for participants, Assistant Instructors, and co-workers.
- Participate actively in post-course Feedback, Course Evaluations and Student Assessments

## Qualifications:

- Age requirement: **20+**
- Current **Wilderness First Aid (WFA) Certification or higher** before course begins; **Wilderness First Responder** certification highly preferred
- Hiring is dependent on criminal background check and DMV driver check
  - **Must have clean driving record**
  - **Must have 2+ years licensed driving experience**
  - Ability to safely drive youth in a large SUV for up to 6 hours
- Previous experience as a leader in a backcountry setting during extended expeditions
- Previous experience leading diversity and inclusion activities and/or facilitating programs with racially and socioeconomically diverse groups
- Ability to be present, responsive, and focused with student participants for 14-21 consecutive days
- Ability to communicate positively, value feedback, and excel in a strong team-oriented environment
- Experience leading outdoor activities and lessons while fostering environmental curiosity, excitement, and stewardship
- Exemplifies patience and adaptability in dynamic outdoor situations, especially when challenges arise
- Open to different leadership styles and collaboration; celebrates individual uniqueness with goal of creating inclusive, safe spaces
- If identified with a socially dominant group (white, wealthy, heterosexual, cis gender, etc): is committed to examining personal power and privilege and self-education about power dynamics

## Additional Preferred Experience:

- Experience as a sea kayak, backpack, and/or raft guide preferred
- Bilingual (English/Spanish)
- Class B Commercial Driver's License
- Comfort navigating both on and off trail in alpine environments, particularly in the Sierra Nevadas

**Position:** On YLP courses, instructor positions include Lead Instructor and Instructor. The Lead Instructor position is for individuals with exceptional technical and interpersonal skills, advanced medical wilderness certification, as well as familiarity with ETC. Most individuals have worked a *minimum* of one ETC program prior to working in a Lead Instructor position. The Instructor position is for individuals with experience and competence in the outdoor education field.

**Compensation:** Starting wages are:

- \$120/day for Lead Instructors for overnight courses and prep/post days
- \$100/day for Instructors for overnight courses and prep/post days
- All Field Instructor positions receive \$350 for completing the 5-day Instructor Training
- YLP Instructors are invited to join ETC's Inclusion Training (optional; May 14-15, 2022)

**Transportation and Lodging:** Instructors must provide their own transportation and lodging during Instructor Training at Fort Mason Center in San Francisco (*with the exception of June 8-10 which will be spent camping*), as well as the 3-4 preparation days before course and one post debrief day after course.

**Covid-19:** ETC requires all instructors to be fully vaccinated, unless there is a health-related issue in which case we ask that they provide a recent negative test before attending in-person events. This requirement is also mandatory for ETC staff, guides, and YLP participants.

**Application Deadline:** Open until filled

We strongly encourage people of color and individuals identifying as LGBTQI to apply for this position.

**How to Apply:** Thank you for your interest! Please send a resume and cover letter detailing your qualifications and related experience to Amy Yoger at [ylp@etctrips.org](mailto:ylp@etctrips.org). If you have any questions about the position, please email [ylp@etctrips.org](mailto:ylp@etctrips.org) or call 415-474-7662 x16.