



# Environmental Traveling Companions (ETC) Youth LEAD Field Instructor

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

## Organization & Program Description:

Environmental Traveling Companions (ETC) is a volunteer-based nonprofit providing the joy and challenge of outdoor adventures to people with all abilities and from all backgrounds since 1972. We inspire self-confidence, connection to nature, and community-based environmental stewardship through accessible sea kayaking, rafting, and multi-week expeditions for youth from historically marginalized backgrounds.

The Youth LEAD (Leadership, Environment, Adventure, and Diversity) Program (YLP) is one of ETC's three main programs. We provide life-changing outdoor experiences for youth from diverse cultural and economic backgrounds, focusing on technical outdoor skills, environmental education, socio-emotional growth, and leadership development. Our 14-to-21-day courses incorporate sea kayaking, rafting, and backpacking. Students learn about themselves, their community of peers, natural history, and environmental science through lessons, storytelling, community-building, and adventure in the wilderness.

## 2023 Course 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 each Course, Field Instructors are required to attend 3-4 preparation days in San Francisco, working alongside co-instructors and ETC staff to organize gear, meals, and lessons. After the Course, Field Instructors are required to attend one post debrief day in San Francisco.*

Course	Dates	Activities & Locations
<b>Field Instructor Training (required for all)</b>	June 5 - June 9	June 5 & 6: Fort Mason Center (San Francisco) <ul style="list-style-type: none"> <li>• 9am until 5pm</li> </ul> June 7-9: Kayak camping on Tomales Bay <ul style="list-style-type: none"> <li>• Overnight: Meet at 9am Wednesday and wrap up by 6pm Friday</li> <li>• Meals and kayaking + camping gear provided</li> </ul>
21-Day Young Womxn's Adventure Course*	Prep: June 13, 14, 15, 16 Course: June 18 - July 8th Post: July 10th	Sea Kayaking on Tomales Bay; Backpacking through Desolation Wilderness; Whitewater Rafting on S. Fork of the American River at ETC River Camp <i>All Prep and Post days will be held at Fort Mason Center in San Francisco</i>
14-Day Adventure Course	Prep: June 20, 21, 22 Course: June 24 - July 7 Post: July 9	Sea Kayaking on Tomales Bay; Backpacking through Desolation Wilderness <i>All Prep and Post days will be held at Fort Mason Center in San Francisco</i>
14-Day Access to Adventure Course	Prep: July 6, 7, 9 Course: July 10 - July 23 Post: July 25	Sea Kayaking to Angel Island, Whitewater Rafting on S. Fork of the American River at ETC River Camp <i>All Prep and Post days will be held at Fort Mason Center in San Francisco</i>
21-Day Sea to Source Course	Prep: July 12, 13, 14, 16 Course: July 17 - August 6 Post: August 8	Sea Kayaking on Tomales Bay; Backpacking through Desolation Wilderness; Whitewater Rafting on S. Fork of the American River at ETC River Camp <i>All Prep and Post days will be held at Fort Mason Center in San Francisco</i>
14-Day Young Womxn's Point Reyes Course *	Prep: July 27, 28, 30 Course: July 31 - August 13 Post: August 14	Sea Kayaking on Tomales Bay & Backpacking in Point Reyes National Seashore <i>All Prep and Post days will be held at Fort Mason Center in San Francisco</i>

\* "Young womxn" 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)

**Positions:** Each YLP Course has a team of one Lead Instructor, one Instructor, and one YLP Fellow Field Intern. This core Instructor Team is supported by 3-6 ETC Volunteers during the sea kayak and rafting portions of each Course (depending on the activities of the Course).

- The **Lead Instructor** position is for individuals with exceptional technical and interpersonal skills, advanced medical wilderness certification, and previous experience with ETC. Most Lead Instructors have worked a *minimum* of one Youth LEAD course or have extensive experience with another ETC program.
- The **Instructor** position is for individuals with experience and competence in the outdoor education and/or wilderness guiding fields.
- The YLP Fellow Field Interns are youth who have participated in a YLP summer course and the YLP Fellowship. They are growing towards becoming amazing future Instructors!

### **Compensation:**

- \$140/day starting wage for Lead Instructors (for course days and prep/post days)
- \$125/day starting wage for Instructors (for course days and prep/post days)
- All receive \$400 for participating in the 5-day Instructor Training
- **Early signing bonus: \$100 per course if contract signed before February 16th, 2023**
- Optional: YLP Instructors are invited and encouraged to join ETC's Inclusion Training (May 20-21, 2023) and YLP Instructor River Trip in August 2023 (exact dates TBD)

### **Job Responsibilities:**

- Attend a *mandatory* field staff training from **June 5th - June 9th** in the SF Bay Area, including an overnight kayak camping component from June 7th - 9th.
- Work collaboratively and communicate compassionately with the core Instructor Team and 3-6 ETC Volunteer Sea Kayak/River Guides to safely instruct 10-12 high school students on the Course.
- Engage students in meaningful, honest, safe community as a starting point for genuine learning in the outdoors. Hold space for their individual strengths and areas for growth.
- Learn ETC environmental science and leadership lessons during field staff training and deliver engaging lessons and activities in the field.
- Prepare course components including food packing, gear packing, lesson organization, and daily flow (with support from ETC office staff).
- Demonstrate and model excellence in personal organization while living and traveling in campgrounds and backcountry settings for 14-21 days.
- Provide positive and encouraging support and guidance throughout all course 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 YLP Fellow Field Intern 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 evaluations.

## 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
- Ability to be present, responsive, and focused with student participants for 14-21 consecutive days
- Previous experience leading equity, diversity, and inclusion activities and/or facilitating programs with racially and socioeconomically diverse groups. Sensitivity to the needs of folks from these groups, especially in the outdoors (a historically white-dominated context), is crucial to this role
- 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
- Ability to communicate positively, value feedback, and excel in a strong team-oriented environment
- Experience with 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

## 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

**Transportation and Lodging:** Instructors must provide their own lodging and transportation to/from Fort Mason Center in San Francisco on June 5 & 6th for Instructor Training, as well as the 3-4 preparation days before course and one post debrief day after course. While on course, all meals and camping accommodations are provided.

**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 Isabela Celedón 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 ext.16.