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 our accessible Sea Kayak Program, Rafting Program, and Youth LEAD Program.

The Youth LEAD Program (YLP) is one of ETC’s three main programs. We provide life-changing outdoor experiences for youth from historically marginalized 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.

2024 Course Dates & Details:

- **All Field Instructors are required to attend paid 5-day YLP Instructor Training in the San Francisco Bay Area (dates and details 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-course debrief day in San Francisco.**

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<tr>
<th>Course</th>
<th>Dates</th>
<th>Activities &amp; Locations</th>
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| **Field Instructor Training (required for all)** | June 3 - June 7 | **June 3 & 4: San Francisco**  
  • 9am - 5pm on June 3rd  
  • 10:30am – 6:30pm on June 4th  
  June 5-7: Camping at ETC River Camp  
  • All meals and transportation provided for this portion of Training |
| **14-Day Access to Adventure Course**     | Prep: June 11, 12, 14  
Course: June 15 – June 28  
Post: June 29 | **Sea Kayaking to Angel Island and Whitewater Rafting on S. Fork of the American River at ETC River Camp**  
**All Prep and Post days will be held at Fort Mason Center in San Francisco** |
| **21-Day Sea to Source Course**           | Prep: June 20, 21, 22, 24  
Course: June 25 – July 15  
Post: July 17 | **Sea Kayaking on Tomales Bay, Whitewater Rafting on S. Fork of the American River at ETC River Camp, and Backpacking in the Sierra Nevada**  
**All Prep and Post days will be held at Fort Mason Center in San Francisco** |
| **14-Day Adventure Course**               | Prep: July 3, 4, 6  
Course: July 7 – July 20  
Post: July 21 | **Sea Kayaking on Tomales Bay and Backpacking in the Sierra Nevada**  
**All Prep and Post days will be held at Fort Mason Center in San Francisco** |
| **14-Day Young Womxn’s Course**           | Prep: July 24, 25, 27  
Course: July 28 - August 10  
Post: August 12 | **Whitewater Rafting on S. Fork of the American River at ETC River Camp and Backpacking in the Sierra Nevada**  
**All Prep and Post days will be held at Fort Mason Center in San Francisco** |

* The Young Womxn’s Course is open to participants and instructors who self-identify as belonging to marginalized genders, including female, genderqueer, trans, non-binary, and femme folks comfortable in female-centered spaces.
**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, as well as a wilderness medical certification.
- 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:**
We are committed to equitable, transparent compensation and hiring practices. Compensation offers consider a candidate’s certifications, wilderness guiding and/or outdoor education experience, experience working with youth from historically marginalized communities, and previous contact with Youth LEAD programs as an instructor, course participant, or Fellow.

- Range for Instructors: $135 - $150/day for all training, prep, course, and post days
- Range for Lead Instructors: $155 - $170/day for all training, prep, course, and post days

  - Early signing bonus: $100 per course if contract signed **before February 29th, 2024**
  - Alumni bonus: Instructors and Lead Instructors who are graduates of a Youth LEAD Course will receive an additional $200
  - Returner bonus: previous YLP Instructors or Lead Instructors will receive an additional $100 (cannot be combined with Alumni bonus)

**Benefits:**

- Lunch stipend ($10/day) for all Prep and Post days, and June 3 & 4 of Training (all meals provided June 5-7 of Training)
- If traveling from outside the Bay Area:
  - Stipends for travel and/or accommodation – [application here](#)
  - Folks within the Bay Area who have travel or lodging needs are welcome to fill out an application, though funds are prioritized for folks traveling from outside the Bay Area
  - Funds are limited and we will do our best to meet all applicants’ needs!
- Wilderness Medical Certification scholarships – [application here](#)
- YLP Instructors are invited and encouraged to join **ETC’s Inclusion Training on May 18-19, 2024.**
  - All meals and camping provided for a weekend of community and professional development at gorgeous ETC River Camp!
- Spaces available for returning YLP Instructors at ETC Sea Kayak or River Guide School with full scholarship!
  - Sea Kayak guide school
    - April 2024
    - Evening sessions (orientation & environmental education) and weekend sessions (on-water training in Sausalito & Tomales Bay)
    - Opportunity to become a paid Sea Kayak Trip Leader, timeline dependent on experience
  - River guide school
    - April 13-20, 2024
Responsibilities:

- Attend a mandatory paid field staff training from **June 3rd - June 7th** in the SF Bay Area, including an overnight component from June 5th - 7th.
- 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.
- Responsibly operate passenger van while transporting students
- Provide positive and encouraging support and guidance throughout all course activities.
- Instruct technical and interpersonal skills to promote participants safety, 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 van 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
- Comfort navigating both on and off trail in alpine environments
- 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 historically marginalized 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

**Transportation and Lodging:**
While on a Course, all meals and camping accommodations are provided. Instructors must provide their own lodging and transportation to/from Instructor Training 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 at the ETC office in Fort Mason Center (San Francisco).
If you need support with this, please submit a Travel and Lodging Stipend application (linked above).

**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, related experience, and which course(s) you're interested in to the YLP Program Manager, Isabela Celedón, at ylp@etctrips.org. Stipend and/or scholarship applications must be sent to YLP Program Manager for review.
Please email or call 415-474-7662 ext.16 with any questions.