



ETC Youth LEAD Program Youth Fellow Field Intern Description & Application Summer 2025

Program Description: 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.

Job Responsibilities: The Youth Fellow Field Intern will work with the Youth LEAD Program Manager, Program Associate, and two Field Instructors to deliver safe, educational, and enjoyable wilderness expeditions. The following are the primary responsibilities of the Youth Fellow Field Intern:

- Role-Model Leadership
 - Be a role model to a group of 10-12 participants while living with them 24/7 in an outdoor setting
 - Practice leading games, lessons, sea kayak talks, and/or ice breakers
 - Support instruction of technical skills
- Assist in oversight of student course life:
 - Be alert to physical and emotional needs of students, and communicate any issues to the rest of the instructor team
 - Seek to know each student well
 - Help students resolve conflicts as appropriate
 - Show enthusiasm and compassion to all students
 - Mitigate group cliques; be a companion to those struggling and maintain friendliness with all participants
- Provide support for YLP logistics
 - Communicate openly, consistently, and compassionately with the rest of the instructor team. Maintain flexibility and problem-solving mindset when things don't go as planned
 - Support instructor team in overseeing cooking, cleaning, and equipment crews
 - Assist with gear preparation, set up and break down
 - Attend nightly debrief and planning meetings on course with instructor team
 - Participate actively in post-course feedback and course evaluations

Reports to: This position receives mentorship from Field Instructors and reports to the YLP Manager and Program Coordinator.

Compensation: \$70/Per Day

- \$1,260 for 14-Day courses, and \$1,820 for 21-Day course (including all Prep and Post days)

Benefits: Free Instructor Training opportunity with multiple educational presentations, outdoor skill building techniques, wilderness first-aid practice, communication skills, leadership development, facilitation opportunity and more. You will receive food during the course, mentorship from Instructor team, free access to gear, and guaranteed adventure with a group of amazing people! This position offers great professional development and unique leadership experience to include on a resume, and facilitates future opportunities at ETC.

Qualifications:

- Applicants must be alumni from an ETC Youth LEAD Program
- Current CPR certification, WFA or WFR preferred. *Please let us know if you want support with obtaining or updating your medical certifications – **scholarships available!***
- Serve as a positive, authentic role model for participants
- Interest in and willingness to learn and try new skills; open to feedback
- Ability to work effectively, adaptively, and efficiently in a team-based environment with openness to collaboration, especially when challenges arise
- Comfortable in outdoor environments for 14-21 days and interest in becoming more proficient with outdoor skills
- Open to different leadership styles; celebrates individual uniqueness with goal of creating inclusive, safe spaces for all
- Commitment to safety and compliance with ETC policies and procedures

Course Dates & Details:

- **Instructor Training (June 2-6):** We invite Youth Fellow Field Interns to attend training, meet your co-instructors, learn all about our courses, and get familiar with policies and protocols. We can accommodate your schedule if you're unable to attend all five days. **This training is highly recommended but not required for Youth Fellow Field Interns.**
- **Preparation Days:** In the days leading up to Course Start, the instructor team meets for three or four days (depending on the course) to prepare gear, food, lessons, and logistics. We ask that Youth Instructors attend these dates to help prepare for your course as an instructor team. **If you are unable to attend one or more of these days, please let us know.**
- **Post Debrief Day:** After the course is complete, the instructor team comes to the office to debrief any incidents and help clean up gear. We ask that Youth Instructors attend this date to provide their feedback on the course and support the instructor team. **If you are unable to attend this day, please let us know.**
- *All Prep and Post days will be held at Fort Mason Center in San Francisco*

Please rank your preferences for the course dates below on the right-hand column, using 1, 2, 3, or "not interested" (1 being your first choice and 3 being your last). *If you are interested in instructing two courses, please note that below! Contact Isa with any questions about dates and scheduling.*

Course	Dates	Activities & Locations	Preference
Field Instructor Training	June 2 - June 6th	June 2 & 3: Community Hub (Oakland) <ul style="list-style-type: none">• 9:00am - 5:00pm June 4-6: Overnight at ETC River Camp <ul style="list-style-type: none">• Meet at 8am Wednesday; end by 6pm Friday• Meals and kayaking + camping gear	<i>For Instructor Training, please indicate your availability:</i>

14-Day Access to Adventure Course	Prep: June 10, 11, 13 Course: June 14 – June 27 Post: June 29th	Sea Kayaking to Angel Island, Whitewater Rafting on S. Fork of the American River at ETC River Camp	
21-Day Sea to Source Course	Prep: June 16, 17, 18, 20 Course: June 21 – July 11 Post: July 13th	Sea Kayaking on Tomales Bay, Backpacking in the Sierra Nevadas and Whitewater Rafting on S. Fork of the American River at ETC River Camp	
14-Day Sierra Exploration Course	Prep: July 16, 17, 19 Course: July 20 - August 2 Post: August 4th	Whitewater Rafting on S. Fork of the American River at ETC River Camp and Backpacking in the Sierra Nevada	
14-Day Expedition Course	Prep: July 24, 25, 27 Course: July 28- August 10 Post: August 12	Sea Kayaking on Tomales Bay and Backpacking in the Sierra Nevadas	

Please answer the following questions, providing as much detail as possible:

1. What main qualities do you think make an effective leader? Why?

2. Why are you interested in being a Youth Fellow Field Intern on an ETC course?

3. On your course, what would your strengths be as a Youth Fellow Field Intern? Where would you find challenges?

4. Please include anything else you feel would help express why you would be a strong candidate for this position.

Please email this completed application to Yoseline Castillo (ylp@etctrips.org) with the subject line: "Youth Instructor Application: your name"