



Environmental Traveling Companions (ETC) Youth LEAD Fellow Field Intern 2026

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, whitewater 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: Youth Fellow Field Interns are graduates of the YLP Fellowship Program who work closely with the Youth LEAD Program Manager, Program Associate, and two Field Instructors to deliver safe, engaging, and educational wilderness expeditions. Primary responsibilities include:

Leadership & Student Support

- Serve as a positive role model for a group of 10–12 participants while living with them full-time in an outdoor environment.
- Lead and practice facilitating games, lessons, sea-kayak talks, and icebreakers.
- Support instruction and delivery of technical wilderness skills.
- Contribute to healthy course life by:
 - Staying attentive to students' physical and emotional well-being and communicating concerns to the instructor team.
 - Building meaningful relationships with each student.
 - Assisting in conflict resolution when appropriate.
 - Showing consistent enthusiasm, empathy, and encouragement.
 - Helping mitigate cliques and offering companionship to students who may be struggling.

Course & Logistics Support

- Communicate openly, consistently, and compassionately with the instructor team, maintaining flexibility and a problem-solving mindset when plans change.
- Support daily systems such as cooking, cleaning, and equipment management through crews.
- Assist with gear preparation, setup, and breakdown.
- Attend nightly debriefs and planning meetings with the instructor team.
- Participate fully in post-course feedback and evaluations.

Reports to: Fellow Field Interns will receive mentorship from Field Instructors and reports to the Youth LEAD Program Manager and Program Coordinator.

Compensation: \$47/day for **new** field Interns and \$57/day for **returning** field Interns

- **New Field Interns:** \$846 for 14-Day courses, and \$1,222 for the 21-Day course
- **Returning Field Interns:** \$1,026 for 14-Day courses and \$1,482 for the 21-Day course
 - *Compensation includes 3-4 preparation days and 1 post debrief day per course*

Benefits: Field interns are invited to attend summer Instructor Training that includes educational workshops, outdoor skill-building, wilderness first-aid practice, communication training, leadership development, facilitation experience, and more. Lunch stipend of \$10 a day for prep and post days is included. During the course, you'll receive meals, mentorship from our Instructor team, access to gear at no cost, and the chance to embark on an unforgettable adventure with an incredible community. This position provides exceptional professional development opportunities and a unique leadership experience to highlight on a resume, and can open doors to future engagement with ETC.

Qualifications:

- Applicants must be alumni from an ETC Youth LEAD Program
- Current CPR certification, WFA or WFR preferred. If you need help obtaining or renewing medical certifications, please let us know – ***scholarships are available!***
- Demonstrates positivity and authenticity as a role model for participants
- Willing to learn, try new skills, and receive feedback
- Able to work effectively, adaptively, and collaboratively within a team, especially when challenges arise
- Comfortable spending 14-21 days outdoors and motivated to improve outdoor skills
- Open to diverse leadership styles; values and celebrates individual uniqueness to help create inclusive, safe spaces for all
- Commitment to safety and compliance with ETC policies and procedures

Course Dates & Details:

- **Instructor Training (June 1–5):**
Youth Fellow Field Interns are invited to attend training to meet your co-instructors, learn about course structure, and become familiar with policies and protocols. Attendance for all five days is encouraged but not required, and we can be flexible if you cannot attend every day.
- **Preparation Days:**
In the days leading up to the course, the instructor team gathers for 3–4 days (depending on the course) to prepare gear, food, lessons, and logistics. Youth Instructors are asked to attend these days to support course preparation. Additionally, youth interns will support with a food buy with the support of YLP staff. If you cannot attend one or more days, please let us know on your application.
- **Post-Course Debrief Day:**
Following the course, the instructor team meets to debrief, review any incidents, and clean gear. Youth Instructors are encouraged to attend to share feedback and support the team. If you are unable to attend, please communicate with us.
 - All Prep and post days will be held at our Fort Mason office in San Francisco

Equal Opportunity Employer: Environmental Traveling Companions (ETC) is always seeking dedicated and talented people to join our community. As an Equal Opportunity Employer, ETC encourages applicants from all backgrounds and experiences, especially individuals from historically underrepresented communities in outdoor recreation. We strongly encourage people of color and LGBTQIA+ applicants to apply.

Pursuant to the California Fair Chance Act and the San Francisco Fair Chance Ordinance, ETC will consider for employment all qualified applicants, including those with arrest or conviction records. You do not need to disclose your criminal history or participate in a background check until after a conditional job offer has been made.

Summer 2026 Course Dates

Course	Dates	Activities & Locations
Field Instructor Training <i>(Not required for Fellow Field Interns)</i>	June 1 – June 5, 2026	June 1 & 2: Block Community Hub in Oakland <ul style="list-style-type: none"> 9am - 5pm on June 2nd & June 3rd June 3-5: Camping at ETC River Camp in Lotus CA <ul style="list-style-type: none"> All meals and transportation provided for this portion of training
14-Day Access to Adventure Course	Prep: June 9, 10, 11 Course: June 13 – June 26 Post: June 28th Total of 18 work days	Sea Kayaking to Angel Island and Whitewater Rafting on S. Fork of the American River at ETC River Camp
21-Day Sea to Source Course	Prep: June 16, 17, 18, 19 Course: June 21 – July 11 Post: July 13th Total of 26 work days	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 2, 3, 4 Course: July 6 – July 19 Post: July 21st Total of 18 work days	Backpacking in the Sierra Nevada and Whitewater Rafting on S. Fork of the American River at ETC River Camp
14-Day Expedition Course	Prep: July 23, 24, 25 Course: July 27 – August 9 Post: August 11th Total of 18 work days	Sea Kayaking on Tomales Bay and Backpacking in the Sierra Nevadas

How to Apply

Thank you for your interest! **Please answer the following questions, providing as much detail as possible and email your completed application to Yoseline Castillo (yfp@etc.org) with the subject line: "Youth Instructor Application: your name."**

- Please rank your preferences for the course dates, using **first, second, third**, or **"not interested."** Identify if you foresee any scheduling conflicts for Prep days, Course dates or Post day.
 - For Example:
 - 14-Day Access to Adventure: First choice, 14-Day Sierra Exploration: Second choice, 14-Day Expedition: Third choice, but unable to attend first prep day.
- Why are you interested in being a Youth Fellow Field Intern on an ETC course?
- What qualities or skills would you bring to this role, and in what areas do you foresee potential challenges?
- Please include anything else you feel would help express why you would be a strong candidate for this position.