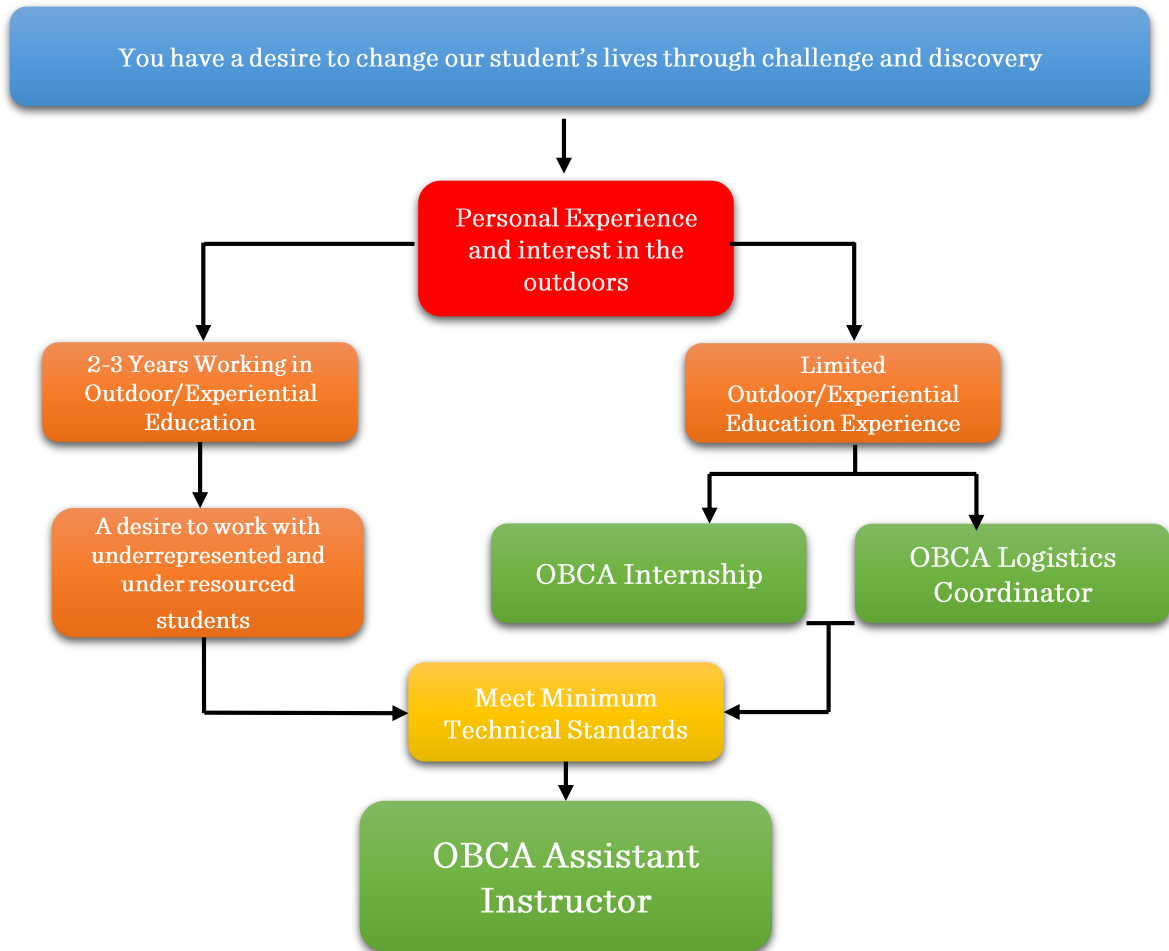




Pathways High Sierra Assistant Instructor

Thank you for your interest in working for Outward Bound California. We are excited to have you join our staff and enthusiastic about working in the outdoors, inspiring character development and change in others. This document outlines the criteria for employment as an Assistant Instructor and the different pathways there are to becoming a candidate. It is our hope this outlined information will confidently prepare any interested individual to become an instructor with Outward Bound California. This document is to reduce the barrier of access to information so that you can feel confidently prepared to do this work, and so that we can hire you to join our outstanding instructor team.

Below is a flow chart of different pathways to the Assistant Instructor Position



Where do I start?

The first place to begin is making sure that this is a position that fits into your life plan. We want staff who are passionate, not only about the outdoors, but also serving our students through our core values of Compassion, Integrity, Excellence, Diversity and Inclusion. At Outward Bound California we hope to instill Character Development and Leadership in both our students and staff through Challenge, Adventure and Service.

Ok, Count me in, now what?

We hope that you are a passionate outdoors person and are enthusiastic about going outside on your own time. We are looking for avid hikers, backpackers, rock climbers, mountaineers, as well as those who strongly believe in the benefits of time outside for a person's wellbeing. We are also looking for people who are experienced educators and have experience working for outdoor and experiential education organizations.

We also hope that you're passionate about our core value of Diversity and Inclusion and are excited and open to engaging in equity work, including trainings and ongoing conversations around how to create inclusive and emotionally safe group environments. The more experience you have working with untapped communities and students from diverse backgrounds the better.

How do I gain experience in the outdoors?

This is a path that each person creates for themselves. If you are looking for somewhere to go to build your outdoor skills, taking an [Outward Bound instructor course](#) is a great place to start. [The National Outdoor Leadership School](#) also has great courses to build your skill sets and a [fellowship program](#) for people of color pursuing careers in the outdoor industry. Otherwise we encourage you to join your local outdoors club, get a climbing gym membership and start taking your own hiking, backpacking and climbing trips with friends.

There are also many expedition focused programs offered throughout the country through local organizations that are lower cost that can help you get the experience you need to confidently assume the highly regarded role of Outward Bound Instructor. Your local parks and recreation department, [Sierra Club](#) chapter, YMCA or other outdoor clubs like [Outdoor Afro](#) or college outdoors clubs are great places to start.

For technical skills training in rock climbing, climbing gyms often offer basic and advanced training courses. Several outdoor retailers like [REI](#) are a great place to learn, take courses, and to find other outdoor oriented individuals who can be a great network resource and point you towards skill building opportunities.

Several [OBICA partnerships](#) have amazing intern, volunteer, or work opportunities to propel you forward in your journey to becoming an OBICA Assistant instructor. Whether you need more experience in expeditionary backpacking, youth development and program facilitation, there is a Partner we know that does that work and does it well.



What counts as 2-3 years outdoor or experiential education experience?

We like applicants who have a diverse range of experience working in an outdoor or teaching setting and prefer that they have worked at a few different institutions. We hope our applicants have worked with a range of ages and populations including some experience with middle schoolers and teenagers. Successful applicants have worked in the following settings or types of organizations:

Outdoor Skills Development

- Environmental education programs
- Outdoor clubs or programs at colleges
- Wilderness therapy
- College wilderness orientation programs
- High and low ropes courses/team building programs
- Technical guiding (rock climbing)
- Documented personal trips

Youth Development

- Teachers in a traditional setting
- Outdoor and environmental education programs
- Parks and recreation organizations
- After school or youth enrichment programs
- Summer Camps (especially with wilderness trip components)

What are the Minimum Technical Standards (MTS)?

Minimum technical standards are our way of ensuring that our instructors have the requisite technical knowledge and skills to lead safe and impactful experiences. The courses we run in the High Sierra are long format, in rugged, remote terrain and often technical and include elements such as off trail backpacking and rock climbing . These standards include being able to navigate on and off trail in alpine environments with a map and compass, carry heavy loads and build institutional anchors and lead climb with traditional protection at a 5.6 level or greater. We also ask that people have at least 50 days of backpacking experience. Visit the [High Sierra Assistant Instructor Position](#) on our website to see more details of our requirements.

A Wilderness First Responder (WFR) and CPR certifications are a minimum requirement for High Sierra Assistant Instructors. This certification is required for most field based outdoor education jobs. A WFR can be obtained once an offer of work is issued and must be held before going into the field with our students. Google this certification to find opportunities and pricing near you or check out [NOLS Wilderness Medicine Institute](#) or the [Wilderness Medicine Associates](#) page for a local course.

What are other requirements to work for Outward Bound?

- You must be 21 or older
- You must be eligible to work in the US
- You must hold a California Food Handlers Card (can obtain upon hire)
- You must pass federal background checks including Live scan fingerprinting and a Tuberculosis test

What is a field log? What do I need in my field log?

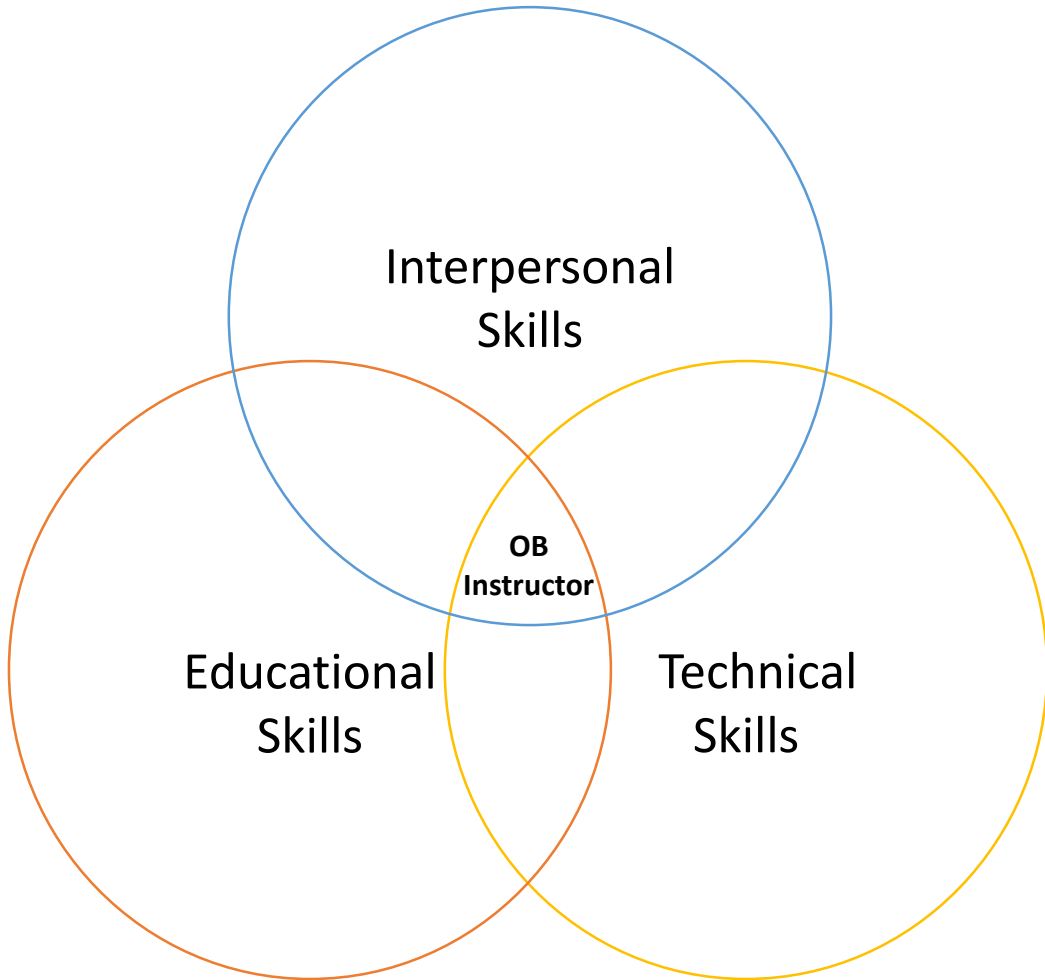
A field log is the document we look at to see if you meet our minimum technical standards and gives us an overview of your field experience. This is where you will document all of your personal, institutional and leadership experience in the specific areas of backpacking, rock climbing and mountaineering. We suggest you start filling this in immediately so it is a less daunting task when it comes time to submit your application. You can find our field log on our [Field Positions](#) page.

What other things do you look for in applicants?

- Outward Bound values the merits of diversity in staff, students, and how diversity enriches the Outward Bound experience.
- Second Languages
- Experience working with youth from diverse backgrounds
- Culturally responsive facilitation experience and an understanding of equity and inclusion
- Outward Bound Alumni
- Strong communication skills, excellent at giving and receiving constructive feedback
- A desire to teach and work with youth over leading technical activities (guiding)

What is your ideal instructor?

Our ideal Outward Bound California instructors have a balance of Interpersonal, Educational and Technical skills.



For additional information please visit our [FAQ's](#) page on the website or contact our Staffing and Hiring Manager jhaist@outwardboundcalifornia.org.

Outward Bound California is an equal opportunity employer and works to include diversity among its staff. Outward Bound California values the inclusion and collaboration among employees of diverse backgrounds and experiences. Outward Bound California prohibits discrimination against, and harassment of, any employee or applicant for employment because of race, color, religion, sex, gender, pregnancy, genetic information, ethnic or national origin, sexual orientation, marital status, familial status, military or veteran status, qualified individuals with a disability on the basis of the disability, or any other category which may be protected under applicable state or federal law. Outward Bound California also promotes respect for all people, and will not tolerate harassment based on any of these characteristics nor on differences based on gender identity or expression.

