

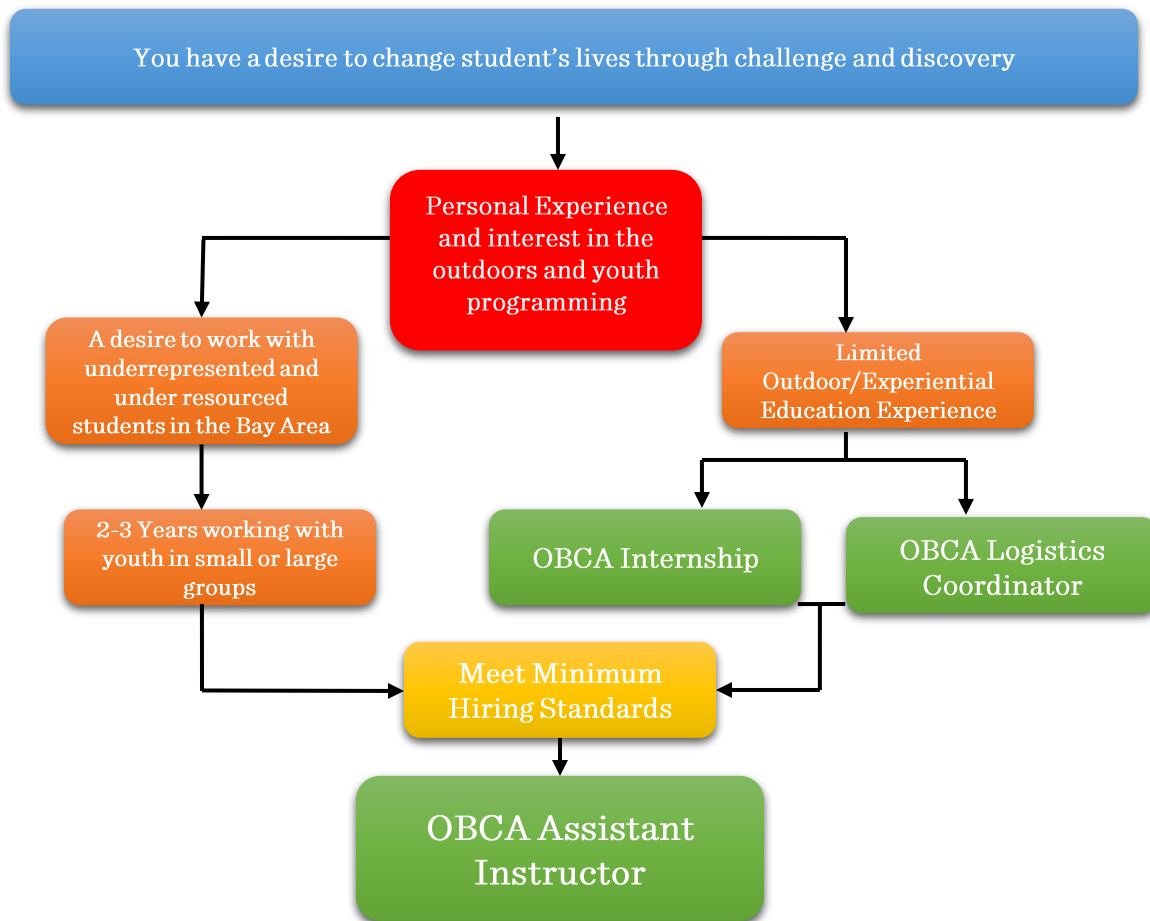


**OUTWARD BOUND  
CALIFORNIA**

## Outward Bound California: Pathways to Bay Area 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, 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, experiential education and youth serving organizations.

## ***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 or other outdoor clubs like [Outdoor Afro](#), [Latino Outdoors](#) or college outdoors clubs are great places to start.

In the Bay Area, [The Outdoor Educators Institute](#) (OEI) is a great place to start, it is a 3 month program whose goal is to develop “the next generation of culturally relevant outdoor leaders by building competencies and leadership skills in young adults who have encountered hurdles or lacked the resources to enjoy the outdoors.”

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.

For technical skills training in rock climbing several [Bay Area Climbing Gyms](#) have 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.

## ***How can I gain experience with youth?***

Similar to your path developing outdoor skills we encourage perspective employees to identify a population they feel passionate about and seek out opportunities to serve youth in that environment. There are a number of youth serving organizations you could look into volunteering or working for including your local church, mosque, synagogue, YMCA, after school program, boys and girls club and community centers. Consider volunteering for one of our [partner organizations](#) or with a non-profit organization like [ETC](#) or [Playworks](#).

## ***What counts as 2-3 years of outdoor or youth development 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 teenagers. For our Bay Area program we seek employees who recognize barriers to outdoor access and are passionate about recognizing and reducing those barriers. 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
- Wilderness orientation programs
- High and low ropes courses/team building programs
- Technical guiding (rock climbing)

### Youth Development

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

## ***What are the Minimum Hiring Standards?***

Minimum hiring standards are our way of ensuring that our instructors have the knowledge and skills to lead safe and impactful experiences. We are looking for applicants with some experience and comfort in the outdoors (preferably backpacking and rock climbing), who are able to manage their personal systems and energy in order to focus on our intended outcomes. Visit the [Bay Area Assistant Instructor Position](#) on our website to see more details of our requirements.

A Wilderness First Aid (WFA) certification is a minimum requirement for Bay Area Assistant Instructors and a Wilderness First Responder (WFR) certification is preferred and required to become a Lead Instructor. One of these certifications are required for most field based outdoor education jobs. This certification can be obtained once an offer of work is issued and must be held before going into the field with our students. Google either 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 with the exception of the Bay Area intern position who can be 19 years 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 that 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. 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.

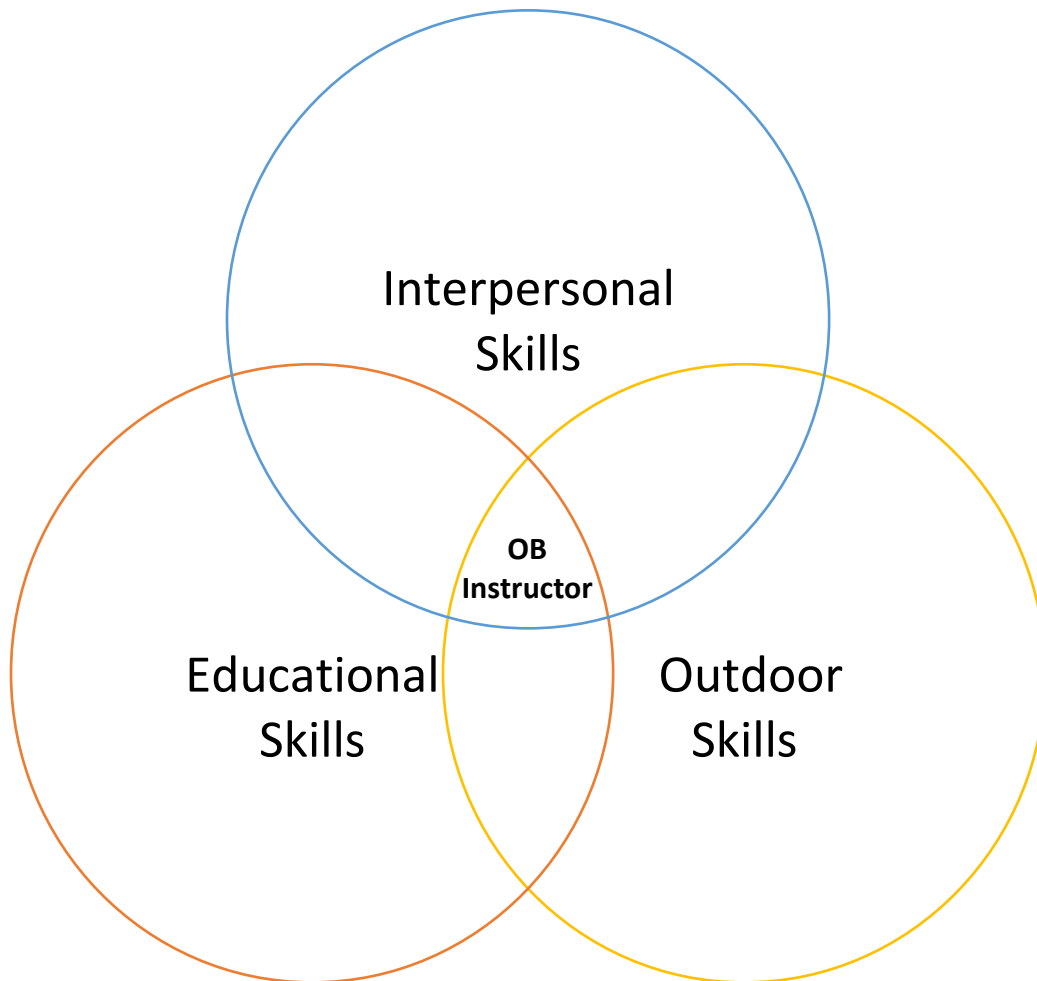
- Second Languages
- Experience working with youth from diverse backgrounds
- Outward Bound Alumni
- Facets of diversity (race, ethnicity, gender, class, sexual orientation etc)
- Culturally responsive facilitation experience and an understanding of equity and inclusion
- Familiarity with local Bay Area parks and locations

## ***What do Interns do?***

Interns will gain a comprehensive and entry-level understanding of outdoor education program management, expedition logistics, and how to teach through challenging experiences. They will begin their internship by participating in staff training, learning directly from senior instructors. Interns have an opportunity to work in the field with students, as a Logistics Coordinator to support our courses and in our office helping out with administration tasks. An internship with OBCA is a great way to get your foot in the door. You will learn all the ins and outs of the program and get to have face time with students in our course areas.

## *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](mailto: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.*