



P.O. Box 486 Arroyo Seco, New Mexico 87514 575-770-2391 [www.fitaos.org](http://www.fitaos.org)

## 2024 LEAD INSTRUCTOR JOB DESCRIPTION - SUMMER MOUNTAIN CAMPS

**About Field Institute of Taos:** FITaos is a 501(c)3 nonprofit with a mission of providing active, hands-on, nature-based outdoor education & promoting healthy lifestyles. We have led programs and positively impacted thousands of children since 1996. Programs include summer, after school, school, community outreach, and special events. We believe all children need and deserve access to nature for play, learning, and healthy growth of mind and body.

### Position Description:

Lead Instructors must be experienced, inspiring outdoor educators who are competent, positive, knowledgeable, and passionate about connecting youth with nature through active, hands-on explorations. Lead Instructors are outdoor enthusiasts who are self-motivated, flexible, enthusiastic, and fun with an easy sense of humor. Lead Instructors support the mission, vision, and culture of FITaos, understand all aspects of FITaos programs, and are able to safely manage and lead a field group with minimal supervision.

**Schedule and Compensation:** This is a summer position (4-8 weeks) working in our hiking-based Mountain Camps with children ages 6-12 (day camps). Hourly rate starting at \$17 per hour, depending on experience. Eligible for year-end bonus based on performance. Lead Instructors work 4 days per week (8am-4pm) with occasional weekend, overnight, and multi-day work required. Must attend staff trainings and weekly staff meetings. Potential for work (beyond summer) with local school programs and community outreach, if desired.

### ROLES and RESPONSIBILITIES:

Lead amazing, meaningful, fun, engaging youth outdoor programming.

- show up prepared (mentally and physically) for each day
- work with Program Director and other staff in creating daily curriculum and activities (daily plans)
- be ready for each day with well-thought-out plans in place and a sense of adventure
- arrive at Base Camp well before the scheduled participant arrival time
- transport children safely to and from field adventure locations each day
- supervise and engage campers throughout each day
- implement daily curriculum and activities covering a variety of themes
- follow all FITaos protocols and set an excellent example of safety and self-care
- maintain a high level of awareness, fun, risk management, and professionalism
- manage physical, social and emotional safety and risk and empower campers to take appropriate challenges
- develop teamwork and leadership in campers; empower them as they learn new skills and make new friends
- supervise and mentor Youth Leaders (Junior Counselors and Counselors In Training)
- remain at Base Camp until all children are picked up by parents or authorized guardians
- communicate in person and via cell phone with parents, participants, and staff in a positive, effective manner
- generate new curriculum ideas in collaboration with Program Director and other staff
- work closely and collaboratively with other Lead Instructors to the mutual benefit of all

Other duties, as assigned.

## REQUIRED QUALIFICATIONS:

- \*Significant experience working with children of all ages and diverse backgrounds in outdoor/experiential settings.
- \*Degree in environmental education, natural science, outdoor recreation, education, or related field, or equivalent experience.
- \*Must be fully vaccinated and boosted against COVID-19.
- \*Medical training: minimum of CPR and Wilderness First Aid (Wilderness Advanced First Aid is better and Wilderness First Responder is preferred)
- \*Applicants must be at least 23 years of age
- \*Possess a valid driver's license, have an insurable driving record, and be able to drive a 15 passenger van
- \*Pre-employment background check is required
- \*Ability to work with kids of all ages on a daily basis with a high level of enthusiasm, compassion, and professionalism
- \*Good working knowledge of the natural environment including local ecology and willingness to learn
- \*Leave No Trace awareness
- \*Ability to interact and communicate positively with staff, parents of campers, CITs/JCs, and with volunteers
- \*Excellent, age-appropriate group management skills
- \*Ability to work well as part of a team
- \*Adaptability and flexibility to maintain flow and group attention, even as new situations arise
- \*Ability to be present and make sound decisions in emergency situations in outdoor settings

**PHYSICAL REQUIREMENTS:** Ability to work full days outdoors in variable weather conditions, hike up to 8 miles in a day on uneven surfaces, lift and carry up to 50 pounds

FITAos is an equal opportunity employer that does not discriminate on the basis of race, color, religion, gender, age, national origin, marital status, sexual orientation, or disability. We welcome and encourage applicants that help us achieve a workforce with a diversity of backgrounds, experiences, perspectives, and skills.

To apply: Download an application at <https://www.fitaos.org/who-we-are/available-positions/> and submit it, along with a resume and cover letter to Susie Fiore, Executive Director, at [info@fitaos.org](mailto:info@fitaos.org)  
We will be accepting applications until the position is filled.