



P.O. Box 486 Arroyo Seco, New Mexico 87514 575-770-2391 www.fitaos.org

2024 MOUNTAIN BIKE COACH JOB DESCRIPTION

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:

FITaos Bike Coaches are experienced, inspiring outdoor enthusiasts who are competent, positive, knowledgeable, and want to help kids experience active, hands-on adventures on bicycles. Coaches are self-motivated, flexible, enthusiastic, and fun with an easy sense of humor. Coaches support the mission, vision, and culture of FITaos. Lead Coaches safely manage and lead groups with minimal supervision. FITaos bike programs focus on developing healthy, active participants in lifelong, outdoor adventures. FITaos aims to foster a safe, respectful, and conscientious appreciation and stewardship for the environment by engaging youth outdoors. Coaches help improve the lives of young riders through the power of healthy outdoor activities and developing a sense of place. Coaches support young riders in learning the power of effective goal setting, experiencing the thrill of tangible improvement, and inspiring them to translate these lessons to other aspects of life.

Schedule and Compensation: This is a part time position with spring, summer, and fall work available. Coaches work with youth ages 8 and up and/or ages 12-17 in afterschool programs, summer camps, and middle school and high school bike teams. Lead Coaches start at \$17 per hour, depending on experience. Assistant Coaches start at \$14 per hour. Lead Coaches are eligible for year-end bonus based on performance. Work can be 2-3 hours per day, 2-4 days per week (afterschool hours are 3:30pm-6pm) with occasional weekend, overnight, and multi-day work available. All coaches must attend staff trainings and staff meetings.

ROLES and RESPONSIBILITIES:

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

- show up prepared (mentally and physically) for each day
- arrive at meeting place well before the scheduled participant arrival time
- supervise and engage riders
- implement daily skills focus and games per Program Coordinator
- 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 volunteers and Youth Leaders (Junior Counselors and Counselors In Training)
- communicate with parents, participants, and staff in a positive, effective manner
- utilize your best judgment to adapt to changing conditions during programs
- foster an environment of physical and emotional safety

- have a sophisticated understanding of potential hazards and methods of increasing safety and reducing risks of injury
 - Lead Coaches must effectively support and manage volunteers, CITs, and Junior Counselors
 - act as a FITaos ambassador in our community and on trails.
 - be prepared and model what we expect of the riders...and then some.
 - teach connection and a sense of place
 - share a love of natural world and being outside
 - develop a sense of wonder and utilize teachable moments
 - promote observation and science
 - support kids to connect with each other and community
 - teach preparedness for adventures
 - be flexible and remember that a program can be less about content and more about experiences!
 - model respect for self, others, environment, and equipment
- Other duties, as assigned.

REQUIRED QUALIFICATIONS:

- *Experience working with children of all ages and diverse backgrounds in outdoor/experiential settings.
- *Must be fully vaccinated and boosted against COVID-19.
- *Medical training (Lead Coaches): minimum of CPR and Wilderness Advanced First Aid (Wilderness First Responder is preferred)
- *Lead Coaches must be at least 21 years of age
- *Lead Coaches must 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 for Lead Coaches, Assistant Coaches, and volunteers
- *Lead Coaches, Assistant Coaches, and volunteers must complete the CDC Heads Up Concussion Training
- *Ability to work with kids of all ages with a high level of enthusiasm, compassion, and professionalism
- *Good working knowledge of bike skills development and games with a willingness to learn
- *Leave No Trace awareness
- *Knowledge of and adherence to "Rules of the Trail"
- *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 outdoors in variable weather conditions, communicate via 2-way radio, ride a mountain bike on trails with uneven surfaces, carry a backpack with water, first aid supplies, and a 2-way radio

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 cover letter (and resumé, if desired) to Susie Fiore, Executive Director, at info@fitaos.org

We will be accepting applications until positions are filled.