

Youth Backcountry Instructor

About the Tahoe Rim Trail Association (TRTA)



Since 1981, the Tahoe Rim Trail Association has championed recreation in the Tahoe Basin. Today, the TRTA maintains and enhances a world-class 200-mile trail system with over half a million annual users. The organization implements a variety of programming to teach users sustainable trail use practices, connect the public with the outdoors to create lifelong stewards, and mitigate the impacts of trail users on the trail and landscape so everyone can enjoy the Tahoe Rim Trail today and in the future.

POSITION SUMMARY

Reporting Structure: This role reports to the Youth Programs Manager

Location: Stateline, NV

Job Classification: Contracted (June through Mid-August)

Work Schedule: Four-day trips in the field between June 1 and August 31.

ESSENTIAL DUTIES

The Youth Backcountry Instructor (YBI) will supervise, teach, and facilitate meaningful experiences for youth during multi-day backpacking trips. This program focuses on backcountry skills, natural history, and character development through experiences that take youth into new and outdoor environments.

- With co-instructor(s), lead four-day backpacking trips for up to 13 youth.
- Facilitate program curriculum by teaching basic backcountry skills, natural history, stewardship ethics, and leading character-building activities.
- Foster leadership skills among participants through experiential learning opportunities, encouraging them to take on responsibilities within the group.
- Create a positive and inclusive atmosphere that encourages active participation and fosters a sense of belonging among youth participants.
- Facilitate group discussions and reflective activities to enhance the learning experience.
- Exercise sound judgment and decision-making to assess and mitigate hazards.
- Respond promptly and effectively to medical emergencies and field incidents, implementing TRTA policies and procedures, coordinating with emergency services when necessary.
- Prevent, address and resolve conflicts among participants, applying conflict resolution skills to maintain a positive group dynamic.
- Effectively build rapport with participants, co-instructors, chaperones, and co-workers.
- Maintain high energy and positive attitude, provide attention to participants' and chaperones' needs.
- Conduct post-trip evaluations with participants to gather feedback and assess the program's effectiveness.
- Communicate program details and outcomes with parents and guardians.
- Submit post-trip reports detailing the outcomes, challenges, and recommendations for future programs.
- Ensure the proper care and maintenance of all program equipment, including tents, backpacks, stoves, and first aid supplies.
- Conduct pre-trip equipment checks to confirm readiness and safety.
- Represent the Tahoe Rim Trail Association in a professional manner

QUALIFICATIONS

Required Qualifications

- **Experience Working with Youth in Outdoor Settings:** Proven track record of working with youth ages 12-17, understanding their unique challenges, and having the ability to create a supportive and inclusive environment.
- **Risk Management Skills:** Comprehensive understanding of risk management in outdoor settings, including the ability to independently implement program protocols and assess and mitigate potential hazards and emergencies during backpacking trips.
- **Cultural Competency:** Exhibit cultural sensitivity and competence, recognizing and respecting the diverse backgrounds and experiences of the youth participants.
- **Effective Communication Skills:** Possess strong communication skills to effectively interact with both youth participants and support staff, ensuring clear instructions, active listening, and the ability to address concerns and conflicts.
- **Teaching and Facilitation Skills:** Experience implementing educational activities during backpacking trips, fostering personal growth, teamwork, and leadership development among participants. Ability to facilitate these activities in Spanish is a plus!
- **Adaptability and Flexibility:** Ability to adapt plans based on the needs and abilities of the youth, as well as unexpected changes in weather or other conditions.
- **Environmental Stewardship:** Commitment to environmental stewardship and educating participants on responsible outdoor practices to instill a sense of respect and appreciation for nature.
- **Conflict Resolution Skills:** Strong conflict resolution skills to manage interpersonal conflicts that may arise among participants during the backpacking experience.
- **Backpacking Expertise:** Extensive backpacking experience, including a strong knowledge of outdoor safety, navigation, camping, and leave-no-trace principles. Ability to hike and camp in the backcountry for several days at a time at various elevations up to 10,000' carrying up to 75 lbs.
- **Background in Education or Youth Development:** Background in education, youth development, or a related field to enhance the educational and personal growth aspects of the YBCC experience.
- **Passion for Youth Empowerment:** Genuine passion for empowering disadvantaged youth through outdoor experiences, fostering personal growth, confidence, and resilience.

Required Certifications

- Certifications valid through the employment end date.
 - Wilderness First Aid certification or higher.
 - CA Epinephrine Auto-Injector.
 - CPR.
 - Lifeguard.

Physical Demands

- **Hiking Endurance:** The ability to hike continuously over varied terrain while carrying a backpack with camping and safety gear, food supplies, and personal belongings up to 20 miles for several days at various elevations.
- **Load Bearing:** Capacity to carry and lift heavy loads up to 55 lbs, including equipment and provisions, while maintaining balance and stability on uneven trails.
- **Outdoor Environment:** Comfort and capability in enduring exposure to outdoor elements, such as inclement weather conditions and rugged terrain.
- **Terrain Navigation:** Proficiency in navigating through challenging landscapes, including steep inclines and rocky surfaces, while ensuring the safety of children under supervision.

- Physical Agility: Agility and coordination to negotiate natural obstacles and hazards safely, such as streams and fallen trees, while leading and supervising children without getting tired or out of breath.

Preferred Qualifications

- Youth Mental Health First Aid certification.
- Leave No Trace Trainer certification or higher.
- Nature-based Social-Emotional and Behavioral Interventions.
- Experience hiking on the Tahoe Rim Trail.
- Tahoe/Sierra Nevada Naturalist.
- Bilingual/proficient in Spanish

ADDITIONAL DETAILS

Work Schedule

Youth Backcountry Camps run June through August, with most trips in July and August. The Youth Backcountry Instructor will work a nonstandard schedule, typically spending four days and three nights in the backcountry per week. Hours may exceed standard schedules and include weekends or holidays based on trip needs. Flexibility and adaptability are essential for this role.

Compensation

Salary will be commensurate with experience ranging between \$200 to \$250 per day as contractors.

To Apply

Interested applicants are encouraged to visit tahoerimtrail.org/jobs-internships. Candidates should apply through our website by completing the application form and uploading a cover letter, and resume.

The TRTA will conduct interviews starting in February and fill the positions on a rolling basis no later than March 31. Apply as soon as possible for priority consideration.

Applicants with questions regarding this position should contact Youth Programs Manager, Michelle Witte, at michellew@tahoerimtrail.org.

The TRTA is an Equal Opportunity Employer

The YBCC Program is committed to ensuring access to Tahoe's natural spaces for all by providing fully outfitted recreation experiences to youth from underserved and underrepresented communities. It is important for participants to see outdoor leaders who represent and can relate to their identities and backgrounds. We encourage candidates who identify as Latinx, BIPOC, LGBTQ+, and/or with other communities historically underrepresented in outdoor spaces to apply.