



Coombs Outdoors empowers local youth to grow and thrive by reducing barriers to outdoor recreation through programs, mentorship, and community building.

Activate Lead Instructor

Spend the summer outdoors with kids in the Greater Yellowstone Ecosystem - one of the most beautiful places on earth. At Coombs Outdoors our mission is to empower local youth to grow and thrive by reducing barriers to outdoors recreation through programs, mentorship, and community building. As an Activate Summer Instructor you could be a part of that mission by leading week-long, day camps with kids ages 6-11. Activate camp aims to instill confidence, build leadership, create connections, teach outdoors skills to local kids, and learn from with other nonprofits in the Jackson area.

Coombs Outdoors is seeking 3-4 Activate Summer Instructors for the summer of 2024. The Activate Summer Instructors will work with one another as well as the lead instructor and program manager to plan activities, manage groups of young participants outdoors, and work with partner programs. Applicants should have a passion for working with youth and spending both structured and unstructured time outdoors.

In addition to Activate Instructor responsibilities, lead instructors assist program managers in the general management of camp. Their responsibilities include taking daily attendance, running staff debriefs, filling out incident reports, and maintaining clear and open communication with the Program Manager.

At Coombs Outdoors, we strive to foster an environment that is welcoming, equitable, inclusive, and safe for all of our participants, staff, and volunteers regardless of race, sex, gender identity, sexual orientation, religion, national or ethnic origin, body type, or ability. We do not tolerate any identity-based harassment or discrimination including hate speech, bullying, or exclusionary behaviors. We celebrate diversity and individuality and the ways in which they strengthen our community and contribute to a culture of safety and belonging at Coombs Outdoors.

Job Title: Activate Summer Instructor

Dates of position:

Training: June 3rd-5th (new staff), 6-8 (all staff), all staff backpack (10-12), additional training day (TBD) with program manager

Summer camp: June 17th - August 23 (July 1-5 off)

Job Commitment: Full-time, seasonal, few overnights may be required

Location: Jackson Hole, WY

Reports to: Activate Lead Instructor and Activate Program Manager

Compensation: Instructor pay starts at \$875/week + \$50/overnight without housing + or \$675/week+ \$50/overnight with housing

Other benefits: Paid training, employee housing option, certification reimbursement, industry pro deals, non-profit experience

Qualifications

Willingness to engage in relationships with an open mind; commit to diversity and inclusion in teaching; be part of a small community; accept assistance from program support staff; comply with program vision and curriculum; create a fun environment for kids to learn and inspire them to participate in the mountains and our community; maintain safety as your number one goal and appropriately manage terrain to do so.

- General:
 - **At least two seasons of experience working in outdoor programming and/or summer camp**
 - Comfortable playing and swimming in water
 - Must be at least 18 years of age
 - Must agree to a criminal history background check
 - Current driver's license and clean driving record
 - Wilderness First Aid with CPR and AED certification and lifeguard certification preferred (may be opportunity to receive first aid and lifeguard certifications through Coombs before position begins)
- Instructional:
 - **Be a mentor and leader to new instructors**
 - Experience working with children in outdoor or camp settings
 - Competence in teaching, counseling, and guiding youth in a variety of settings
 - Ability to provide appropriate structure, boundaries, perspective and guidance in the process of program delivery.
 - Ability to create fun activities and engage with kids for a whole camp day, outside in a variety of weather conditions
 - Maintain a positive and inclusive environment for all participants, staff and families you interact with in accordance with the Coombs Inclusion Statement
 - Must be able to manage risk in a frontcountry, outdoor setting and make leadership decisions
 - Must work well with other co-instructor and demonstrate ability to collaborate
 - Must have experience resolving inter and intra personal conflict in and amongst young kids
 - Successful applicants should have experience hiking and spending time outdoors
 - Experience and/or training in trauma informed care is preferred
 - Oral and written Spanish is preferred

Working Conditions and Physical Requirements

- You will spend each week guiding your group in planned activities Monday - Friday 8:30am - 4:30pm. With an occasional single overnight.
- You or your co-instructor will have to drive a 15 passenger van full of kids to different locations in and around Jackson throughout the day
- You must be comfortable being outside for 9+ hours per day with a small group of kids, in all weather including extreme temperatures and arid conditions

Responsibilities

- Working with partner programs (30%)
 - Some of the partners we work with in Activate camp are Grand Teton Music Festival, Slow Food Rising, Snake River Fund, Bridger Teton National Forest, and many more.

- Plan ahead to arrive at partner activities at the right time and place- program manager will be in contact with partners to decide meeting times and locations
- Driving to and from activity
- Assist partner programs where possible and help keep kids engaged and respectful
- Planning/ Leading your own activities (50%)
 - Lead groups of kids in full day outdoor activities (hiking, swimming, and maybe camping)
 - Any time not with a partner program, sometimes half days and sometimes whole days, is time that you are responsible for. Whether loosely structured time or an intentional activity you have planned, you should be active and engaged with the kids.
 - Before camp starts everyday, you should have a plan for your instructor led activities and have all of the equipment you need
 - Manage participants' physical, social, and emotional safety/risk and empower participants to become risk managers during all instructor-led activities.
 - Driving to and from activity
- Managing/organizing gear (10%)
 - Cleaning out vans at the end of each day
 - Putting arts & crafts and gear back where it belongs at the end of everyday, unless using the next day
- **Lead Instructor additional responsibilities (10%)**
 - **Run instructor debriefs at the end of every camp day**
 - **Fill out daily incident reports**
 - **Refill first aid kits and take inventory of first aid supplies**
 - **Assis/lead instructors in beginning of day and end of day tasks**
 - **Morning check ins with instructors**

Please fill out <https://forms.gle/BhVSx18PErzggrYx8> by **Friday, February 23, 2024**. Applications lacking a resume or cover letter will not be considered. Please reach out to sally@coombsoutdoors.org with any questions.

Coombs Outdoors does not discriminate on the basis of race, gender, creed, or sexual orientation in any of its policies or programs.