



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

Lead Engage Summer Instructor

Engage Instructors lead backpacking-based youth programs for local kids in the public lands surrounding Jackson, WY. Instructors co-lead 10-12 middle and high school participants on 2-8 night trips, which will include backpacking, car camping, boating, and other outdoor activities. Some weeks, Engage instructors may co-lead specialized day camps which will include mountain biking, kayaking, rafting, climbing and swimming.

In addition to Engage trip leading 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.

Location: Jackson, WY

Schedule: Full-time seasonal, overnights and some weekends required

Reports to: Engage Program Manager

Dates: June 3- August 28 (July 1-5 off)

Compensation: Instructor pay starts at \$900/week

Other benefits: Paid training, employee housing option, certification reimbursement, industry pro deals

Job Responsibilities

- Act as a leader for the Engage staff team
 - Organize and facilitate staff debriefs and check-ins
 - Lead trip prep and gear organization on Mondays
 - Ensure incident reports are filled out in a timely manner
 - Clearly and consistently communicate with Program Manager
- Act as a role model and mentor for middle and high school youth
- Facilitate the development of inclusive, fun, kind and growth-oriented groups
- Manage and respond to participants' physical, social, and emotional safety/risk and empower participants to become risk managers during activities
- **Co-lead 2-8 night trips for middle and high school participants**
 - Plan and pack the necessary gear and food for your trip with the help of the Program Coordinator
 - Care for participants basic needs in a backcountry setting
 - Teach backpacking and other outdoor skills
 - Effectively navigate trails in unfamiliar areas

- Drive a 13 passenger van
- Manage backcountry and other risks including weather, wildlife, kitchen safety, fire safety, driving etc...
- Facilitate group meetings and evening circles to foster growth and reflection
- **Co-lead activity based clubs for middle school participants**
 - Manage participant behavior and group dynamics while working with professional guides or outfitters
 - Actively participate in mountain biking, climbing, kayaking, rafting, swimming and other activities with your participants
- Maintain a positive and inclusive environment for all participants, staff and families you interact with in accordance with the Coombs Inclusion Statement
- Work together and communicate with your co-instructor to problem solve, plan and implement curriculum.
- Help organize and maintain Coombs equipment, ensuring it is in safe, working order and Participants have the correct equipment for the activity.
- Appropriately respond to challenging behavior with professional behavior management strategies.
- Provide regular feedback to Program Managers, Program Director, or Executive Director with the goal of improving the overall programming experience and maintaining high standards of risk management.
- Communicate any participant or staff-related issues to Program Manager.
- Comply with all Coombs protocols, practices, procedures related to camp operations.
- Work closely with Coombs partners to strengthen relationships and adhere to partner protocols for safety and access

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 a top priority and appropriately manage activities to do so.

- **At least 2 seasons of experience leading youth adventure programs in a comparable setting**
- Enthusiasm about sharing time with 6th-10th graders in the outdoors and about building positive relationships with participants
- An ability to be flexible and adaptable- the Coombs team is small and summer staff often wear many hats! We are looking for staff who thrive on adventure and variety, and who can effectively work through challenges and difficult situations
- A commitment to embracing the Coombs Inclusion Statement (above) and letting it guide your interactions with other staff, participants, and Coombs families
- Ability to manage both physical and emotional risk and adhere to safety protocols put in place by Coombs Outdoors
- Ability to effectively manage and encourage your group through stressful situations
- Detail oriented
- Conversant Spanish preferred
- Ability to hike up to 15 miles per day with a 40lb backpack
- At least 19 years of age
- A clean driving record
- Current Wilderness First Responder, Lifeguard and CPR certifications (or willingness to get these certifications before the first day of training)

Schedule Details

- Staff training will take place June 3rd-12th and is required for all staff. Training will include classroom instruction on topics including Coombs logistics and policies, diversity, equity and inclusion, student behavior management, risk management and more. After finishing up our on-site training, all staff will participate in a 2 night backpacking trip to put together everything we've learned, build community, and sharpen our outdoor skills.
- Camp is in session June 17-August 23, with the week of July 1-5 off. We will spend August 26-28 organizing gear and debriefing the summer season.
- Engage instructors' schedules will vary. While we will provide you with a tentative schedule at the start of the summer, trip placement is subject to change at any time due to logistical constraints, staff injury or illness, ect. Flexibility is key! Please see example Engage Instructor schedule on the next page.

Please fill out [this application](https://forms.gle/BXRZ3dA9Azi4vFWQA) (https://forms.gle/BXRZ3dA9Azi4vFWQA) by **Friday, February 23, 2024**. Applications lacking a resume or cover letter will not be considered. Please reach out to ellie@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

Example Engage Instructor Schedule:

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Trip 1: 6th grade Intro	Instructor Prep Day	Day camp for participants at Coombs program space to prep for trip	Backpack in Grand Teton National Park	Backpack in Grand Teton National Park	Return from Trip - (Clean up and organize gear from trip)	Off	Off
Trip 2: Moose Intermediate 7th-9th grade	Instructor Prep Day	Car Camping in the Palisades	Backpacking in the Palisades	Backpacking in the Palisades	Return from Trip	Off	Off
Trip 3: Grizzly Advanced 8th-10th grade	Instructor Prep Day	Car camping in Yellowstone -driving / day hike	Car camping in Yellowstone -explore classic Yellowstone sights	Backpacking in Yellowstone	Backpacking in Yellowstone	Backpacking in Yellowstone	Sea kayaking in Yellowstone
	Sea kayaking in Yellowstone	Sea kayaking in Yellowstone	Car Camping in Yellowstone	Off	Off	Off	Off
Trip 4: Local Club Week 6th-12th grade	Mountain Bike club 10-3pm	Climbing club 10-3pm	Swim club 10-2pm	Kayak club 10-3	Whitewater rafting club 9-12	Off	Off
Trip 5: Grizzly Advanced 8th-10th grade	Instructor Prep Day	Car camping in the Winds	Backpacking in the Winds	Backpacking in the Winds	Backpacking in the Winds	Backpacking in the Winds	Backpacking in the Winds
	Backpacking in the Winds	Car camping in the Winds -climbing day	Car Camping in the Winds -beach day	Off	Off	Off	Off
Trip 6: Moose Intermediate 7th-9th grade	Instructor Prep Day	Backpacking in Grand Teton National Park	Backpacking in Grand Teton National Park	Backpacking in Grand Teton National Park	Off	Off	Off
Trip 7: River Week	Day Camp -fly fishing	Day Camp -ducky kayaking	Overnight on the River	Overnight on the River	Return from River Trip	Off	Off

