



COLORADO OUTWARD BOUND SCHOOL

Position: Instructor

Location: Leadville, CO

Department: Rocky Mountain Program

Reports To: Assigned Manager

FLSA:

Position: Seasonal

Date Updated: October 2023

Organizational Overview

The Colorado Outward Bound School (COBS) is a non-profit adventure-based education organization that emphasizes personal growth through challenge and experience. For over 60 years our wilderness courses have focused on inspiring responsibility, teamwork, confidence, compassion, and environmental and community stewardship.

Commitment to Diversity, Equity, and Inclusion

Colorado Outward Bound School celebrates diversity and strives to create an inclusive environment for all employees. We are an equal opportunity employer and do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, nation origin, age, genetic information, disability, veteran status, or any other basis covered by appropriate law. All employment is based on qualifications and business needs. Outward Bound has a zero-tolerance policy for incidents of child abuse and neglect and will report any suspected abuse or neglect.

Working at the Colorado Outward Bound School means joining a growth-minded community where we are actively creating a more inclusive organizational culture. [Our commitment](#) to diversity, equity, and inclusion shows up at all levels of the organization – in our trainings, in our meetings, on our courses, and in our daily lives. This work can be challenging at times and we are committed to navigating it together to create a supportive and inclusive environment for our staff and our students. To foster a more welcoming outdoor community for all, we are working to address barriers related to race, culture, socioeconomics, ability, gender identity, sexual orientation, geographic location, and mental health.

Position Summary

The COBS Instructor position is an entry level role based in the Rocky Mountain Program (RMP) in Colorado. This is a seasonal position starting in early May and ending in August or September. There are mandatory paid trainings before course work is assigned. New Instructors at the RMP split time between Field Instruction and Logistics support. There are often opportunities for work in the Fall after successful completion of new instructor training.

In the Instructor role, staff work under the direct supervision of the Lead Instructor or Course Director and are responsible for supervising, teaching and facilitating students in the field throughout the duration of our primarily wilderness-based courses. Instructors also participate in course preparation including planning, packing, and structuring the course, and post course paperwork, safety analysis, and gear cleaning.

In the Logistics role, staff are responsible for coordinating course-related needs for students and staff such as transportation, gear, and food for our courses. This role also provides support to students, Instructors, and Course Directors before, during, and after course with planning and packing, supporting evacuations, and post course paperwork. Staff must have the ability to problem solve, along with the capacity to develop a vision for the logistics function and design systems to support that vision.

At COBS, we facilitate a variety of programming that requires a range of skill sets. This allows for different pathways into future roles and increases access to working for COBS. While backcountry and technical experience are key components of this position, we may be able to provide training and/or make some accommodations based on your skill set.



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We are looking for skilled educators and facilitators, individuals who are passionate about working with youth, and love being outside. The amount of time in each role will be determined by a number of factors, including, but not limited to, technical skill sets, staffing needs, student enrollment, individual development plans, and programmatic needs.

Key Duties and Responsibilities:

- Deliver the Outward Bound mission and Education Framework while teaching course components. Educate students about character development, leadership, and service.
- Committed to building a sustainable, equitable, and inclusive work environment where diversity is celebrated and valued across the COBS community, and our staff and students feel a sense of belonging.
- Supports the program and other staff in all aspects of course safety; identifying, assessing and managing environmental and human risk, using risk assessment and decision-making tools.
- Demonstrates the ability to behave as a role model for students, able to manage a range of student behaviors in a positive manner.
- Follow warehouse and basecamp systems to ensure a high functioning basecamp and program. Packing, cleaning, repairing, and inventorying of gear, food, and facilities.
- Able to locate and use communication systems in the event of an emergency
- Participate in the emergency on-call system by supporting evacuations and responding to field emergencies when needed; may be required to manage a student group and all emergencies in co-staff's absence. Will serve on Logistics On-Call rotation to support evacuations with driving support and student supervision while on base.
- Adheres to all local operating procedures, safety policies and emergency procedures outlined in the Field Staff Manual and Employee Handbook.
- Provide clear, effective, and timely communication with an Instructor, Logistical Staff, Course Director, Supervisor, or other staff. Committed to openly sharing and receiving feedback.
- Take photos while on course and at course events.
- Participates in course planning; including the development of educational and technical curricula, route planning, food and equipment organization/packing, and post course paperwork.
- Oversees logistical systems that include food planning, food packing, and gear packing for up to 40 people; tracking, managing, and repairing gear; and providing valuable feedback to continue improving course quality and the student experience.
- Functions as a driver for course events, where operating large vehicles and driving on 4x4 roads is a common function of the job. Including contributing to vehicle maintenance through vehicle checks and communication of needs for repairs.

Education and Work Experience

- Personal commitment to, and working knowledge of, the work of diversity, equity, and inclusion.
- Medical Certification: Wilderness First Aid & CPR at minimum, but higher level of certification (Wilderness First Responder WFR) needed for backcountry courses
- Mental Health First Aid Certification: Available trainings can be found at <https://www.mentalhealthfirstaid.org/population-focused-modules/youth/>
- Exhibits sound and accurate judgement
- Demonstrates safe and appropriate use of equipment and materials
- Experience working on diverse teams or with a diverse range of people
- Experience working with youth
- Must have held a driver's license for more than 5 years and meet our insurance requirements for a safe driving record.
- Practices emotional regulation and balanced decision-making in stressful situations
- High level of professionalism with strong leadership attributes both in work and community environments
- Strong personal motivation, initiative, follow through and commitment
- Work in both independent and cooperative team environments, and prioritize multiple projects simultaneously
- Strong and effective communicator, both written and oral
- Ability to give and receive both positive and constructive feedback
- Demonstrates the ability to behave as a role model for students and is able to manage a range of student behaviors in line with our organizational best practices
- Reports potentially unsafe conditions
- Flexible, adaptable and open to change
- Ability to work both independently and cooperatively as a positive team member
- Approximately 30 days of wilderness or expedition based overnight travel
- Experience navigating with a topographical map and compass



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- For Mountaineering Courses: AMGA or PCIA Single Pitch Instructor Certification or significant climbing/mountaineering experience. New Instructors can be pursuing an SPI cert to qualify for Mountaineering Training (ex: SPI Course only)
- Please see <https://www.cobs.org/connect/employment/instructor-roles/> for more information on what instructors need

Working Conditions and Physical Requirements

- Must be able to participate in all site and course activities and maintain ample energy, strength and focus to aid students and instructors, with or without reasonable accommodations
- On feet most days – sometimes 16+ hours a day, or possibly more in the case of an emergency
- Constantly works in outdoor weather conditions, often during poor weather
- Ability to lift, crawl, bend, carry and pull. Work is sometimes done in confined spaces and at height
- Must carry equipment weighing up to 50 pounds
- Ability to participate in vigorous to moderate physical activity including but not limited to backpacking, mountaineering, and/or rock climbing

Compensation, Benefits & Perks

- Starting wage at \$105 per day
- Onsite housing option with meals included while in the field and when working on base
- Paid training in outdoor education facilitation, backcountry risk management, technical skills
- 56 hours of sick pay per year
- Employee Assistance Program including free counseling sessions
- Eligibility for up to \$1,000 in professional development funds after first season
- Outdoor professional gear discounts
- Ability to borrow gear from the COBS equipment library
- Opportunity for growth: Almost all Program Managers and Directors began as Instructors or Interns. Pursuing a career in outdoor education is possible at COBS!
- Access to a network of outdoor professionals: COBS is part of an international network of Outward Bound schools. Joining our community will open doors to a vast network of education professionals and potential for employment at our partner schools in the US and around the world.

Application Process

- Click "Apply for this Position" below.
- Upload your resume, [technical experience log](#), and answer the application instructions
- Supplemental documents can be uploaded as appropriate
- Applications accepted on a rolling basis

Colorado Outward Bound School is an E-Verify Employer