



Fellowship for People of Color

Company Overview

The Colorado Outward Bound School is a non-profit adventure-based education organization that emphasizes personal growth through challenge and experience. For over 50 years our wilderness courses have focused on inspiring responsibility, teamwork, confidence, compassion, and environmental and community stewardship.

Job Summary

The COBS Fellowship for People of Color position is an entry level instructional role based in the Rocky Mountain Program (RMP) in Leadville, Colorado. This is a seasonal position starting in the summer and typically ending in August. There is a pre-employment training (paid) before the season begins in May. During the summer season, we strive for the Fellows to have between 20 and 30 days of work (outside of training) in their role. We would like a minimum of 20 days because we want your presence in our community just like our other staff members.

The Fellows will work directly with other Instructors and Course Directors to deliver the Outward Bound mission and Education Framework through primarily a wilderness setting, primarily backpacking in Colorado. There are no expectations for the trainings, but if the Fellow is able to pass any of our trainings then they may be positioned as a primary instructor on courses and can manage risk while on the course. If a Fellow isn't able pass a training then they will act as an intern on a course and will be mentored by the instructional staff, so hopefully next summer the Fellow will be able to become an Assistant Instructor. Fellows will work with a dedicated program leader who will support their career aspirations, assist with skill development, and support scheduling, community, and support needs.

Fellows, like instructors, also support pre- and post-course needs through planning, packing and structuring the course, course debrief paperwork, safety analysis and gear cleaning.

Fellows will be able to receive financial support to assist with travel costs and purchasing gear used by instructors.

After the fellowship is complete you will have an End of Season check-in and we will look back on your summer and work with you on setting you up to be a better instructor next year. We will also provide support for your career goals, if outside the organization.

Responsibilities and Duties

- Deliver the Outward Bound mission and Education Framework while teaching course components. Utilizing the instructor role to educate students about character development, leadership, and service
- Fully participates in course planning; including development of educational and technical curricula, route planning, food and equipment organization/packing
- Supports the other instructors and Course Director in all aspects of course safety; identifying, assessing and managing environmental and social risk



- Demonstrates the ability to behave as a role model for students, able to manage a range of student behaviors in a positive manner
- May be required to manage a student group and all emergencies in co-instructor's absence
- Able to locate and use communication systems in the event of an emergency
- Follow warehouse and basecamp systems to ensure a high functioning basecamp and program. Packing, cleaning, repairing, and inventorying of gear and food
- Participate in the emergency on-call system by supporting evacuations and responding to field emergencies when needed
- 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, Course Director, Supervisor, or other staff. Committed to openly sharing and receiving feedback from staff

Skills, Knowledge, and Experience

- Medical Certification: Must be able to obtain a Wilderness First Responder (WFR) with or without COBS assistance prior to training. Please see:
 - Desert Mountain Medicine's website: (<https://desertmountainmedicine.com/outdoor-rescue-training-courses/wilderness-first-responder-wfr/>)
 - NOLS WMI Courses (<https://www.nols.edu/en/coursefinder/courses/wilderness-first-responder-WFR/>)
 - Other great organizations are: SOLO and Wilderness Medical Associates
- Demonstrates the ability to behave as a role model for students, able to manage a range of student behaviors in a positive manner
- Ability to effectively work on diverse teams or with a diverse range of people
- Experience working with youth
- Ability to demonstrate emotional regulation and balanced decision-making in stressful situations.
- High level of professionalism with strong leadership attributes both in work and community environments.
- Flexible, adaptable and open to change
- Strong personal motivation, initiative, follow through and commitment
- Ability to work both independently and cooperatively as a positive team member
- Strong and effective communicator, both written and oral. Ability to give and receive both positive and constructive feedback
- Able to prioritize and work on multiple projects simultaneously



Physical Requirements

- Must be sufficiently fit to participate in all site and course activities and maintain ample energy, strength and focus to aid students and instructors
- Occasionally has long days, sometimes for up to 16+ hours a day, or possibly more in the case of an emergency
- Constantly works in outdoor weather conditions, occasionally during poor weather
- Ability to lift, crawl, bend, carry and pull. Work is sometimes done in confined spaces and at height
- Must be able to carry equipment weighing 50 pounds and possibly more.
- Ability to participate in vigorous to moderate physical activity including but not limited to backpacking, rafting, and/or rock climbing

Benefits and Perks

- Starting wage \$75 per day
- Optional Accident Policy available
- Eligible for Professional Deals
- 56 hours sick /year
- Onsite housing option. Meals included in the summer months

Application Instructions

- Click "Apply for this Position" below.
- Upload your resume and answer the application instructions
- Supplemental documents can be uploaded as appropriate
- Applications accepted on a rolling basis

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 a person's LGBTQ+ identity, non-disqualifying physical or mental disability, veteran status or any other basis covered by appropriate law. All employment is based on qualifications and business needs.