

Position Title: Youth Program Instructor
Department: Education/Seattle
FLSA: Part-Time, Non-Exempt
Reports To: Camps Program Manager



Who We Are

The Mountaineers is a community of outdoor recreationists and conservationists founded in 1906 to explore the peaks and waterways of the Pacific Northwest. Today, we have more than 15,000 members and seven branches in Western Washington, where we deliver most of our outdoor education programming. Thanks to the work of generations of volunteers and our internationally recognized publishing division, we continue to enjoy an outstanding reputation in the fields of outdoor education, recreation, and public lands conservation and advocacy.

Our dedicated volunteers and staff get people outside to experience the power of the natural world. We advocate for access and protection of recreational lands so that future generations can enjoy these places too. Our core value of community reflects the belief that a diverse and inclusive outdoors inspires unity, respect, and passion for the places we love. Our 45 staff, divided between our program centers and our nonprofit publishing division, Mountaineers Books, and 2,500+ volunteers work together to achieve our mission to *enrich lives by helping people explore, conserve, learn about, and enjoy the lands and waters of the Pacific Northwest and beyond.*

Visit mountaineers.org to learn more.

Position Overview

This position is responsible for providing excellent program instruction for The Mountaineers youth programs. Program Instructors may instruct for Mountain Workshops, After-School Programs, Break Camps, or Youth Clubs Programs; or occasionally work in the Gear Library. Most of our youth programs are single-day programs designed to expose youth to and build outdoor skills. Occasionally, programs may run for multiple days or include overnight instruction. Programs most commonly run during the workweek, early evenings, and weekends.

Key Responsibilities

Program Delivery

Belay for Indoor and Outdoor Rock Wall during Youth Programs

- Inspect equipment prior to use
- Ensure all equipment is set up before group arrival
- Explain rules to group
- Belay group members
- Ensure safe, encouraging, and welcoming climbing environment at all times for climbers of all skill levels, primarily beginners

Lead Instructor for After-School, Youth Clubs, and Mountain Workshops

- Teach curriculum in 1-2 hour blocks to youth and teens, ages 6-18. Curriculum may include:
 - Map & Compass Navigation
 - First Aid
 - Climbing
 - Outdoor Cooking

- Leave No Trace
- Snowshoeing
- Cross-Country Skiing
- Other outdoor skills
- Lead and/or co-lead day hikes, snowshoe outings, and day climbing trips to local crags (Exit 38)
- Manage physical and emotional group safety during programs
- Create a welcoming and inclusive environment for participants who may be brand-new to the outdoor skills being taught
- Collaborate with other program instructors, volunteer instructors, and assistants to present programs
- Assist with set-up, clean-up and curriculum development, as needed
- Train volunteer assistants, as needed

Quality Service

- The Program Instructor is expected to actively contribute to the creation of a positive learning environment by conducting themselves in a professional, friendly, and supportive manner.

Requirements

- Ability to pass criminal background check
- Experience in outdoor education
- Experience working with youth, including those historically excluded or underrepresented in the outdoors, and/or customer service experience

Desired Qualifications

- Proficiency belaying with a tubular belay device in a top-rope environment
- Personal experience hiking, backpacking, and/or snowshoeing preferred
- Current First Aid & CPR certification preferred
- Ability to safely lead 5.6 sport climbs preferred

Cultivating an inclusive staff is central to The Mountaineers focus on advancing equity. Our core values are Adventure, Advocacy, Community, Education, and Volunteerism, and we believe a diverse and inclusive environment inspires unity, respect, and passion for our work and one another. We're interested in hearing from people who can work with colleagues of varied experience and background. The Mountaineers is an equal-opportunity employer, and candidates from all backgrounds are considered, and as an organization that values equity and inclusion, we highly encourage people of color, women, LGBTQ individuals, and veterans to apply.

Work Environment

This role is based in Seattle, WA at The Mountaineers program center in Magnuson Park. Program instructors occasionally work programs at other locations in the greater Seattle area.

Physical Demands:

- Ability to work evening and weekend hours, as necessary.
- Ability to lift and move 20 pounds regularly and up to 50 pounds occasionally.
- Ability to travel to offsite programs. Must have a valid driver's license and/or reliable transportation.
- Ability to hike for 4 or more hours continuously.
- While performing the duties of this job, the employee will be required to stand for extended periods of time while leading youth, and must be able to hike on uneven and

hilly terrain continuously for up to six miles. The employee is occasionally required to bend, squat, run or climb as part of duties leading youth.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Benefits

This position is for a temporary, part-time, non-exempt, as-needed employee, averaging 4-12 hours per week (subject to change with demand). This position may be eligible for shifts with other youth programs as desired. Hours vary between weekdays, weekends, daytime, and evenings. Pay starts at \$20.00 an hour.

How to Apply

Interested candidates should submit a resume and a cover letter through the provided Alchemer survey.

The above information has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or to be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job.

The Mountaineers provides equal employment opportunities to all people regardless of race, age, gender, ability, marital status, sexual orientation, ethnicity, religion or any other basis protected by law.

