**Becoming a Global Adventures Leader**

Global Adventures are active multi-day outdoor-oriented group adventures for Mountaineers members outside North America as well as some multi-day North American adventures, featuring the range of activities that The Mountaineers offers on their domestic outings. We make a strong effort to deliver trips with a variety of destinations, activity types and strenuousness, and to provide value and unique experiences that are superior to what would be available in an outside commercial trip.

In addition to the normal responsibilities and technical skills required of any Mountaineers activity leader, Global Adventure leaders must also be adept travel planners, accountants, facilitators, guides, cheerleaders and trouble-shooters, capable of handling the special complexities of international travel with a diverse group who may not know each other. The paramount priority of our leaders is for the safety and enjoyment of their group members. They must truly enjoy people and service, be highly organized yet flexible, and have exceptional communication skills as well as the professionalism to represent the Mountaineers favorably around the world. The planning and tracking of trip logistics and expenses requires a significant investment of time for months before each trip.

**Experience required:**

Because they are leading groups in longer adventures with greater logistics and group dynamics challenges as well as a more varied and complex set of risk factors to consider, Global Adventures leaders must be at the upper leadership and technical experience and skill level of Mountaineers leaders for their activity. Those leading international adventures and higher risk adventures must meet even higher standards of experience and skill. The Global Adventures committee is responsible for assuring that these qualifications are met before a new GA leader is approved to lead a trip.

1. To lead a Global Adventure in North America, any prospective Global Adventures leader shall have been a member of the Mountaineers for at least two years prior to leading the Global Adventure, and it must be confirmed in writing by the chair of the relevant activity committee(s) that they are current in all the leader certification, training and skills standards for any activity that they plan to lead on a Global Adventures trip. Further, either a committee chair or other outside reference must certify that the person has strong group leadership experience, people skills and safety judgment. Preferably a prospective Global Adventures leader will have led at least two trips for the Mountaineers or similar group in the relevant activity in the prior year to keep them current. Group leading experience in the same activity with another organization will be considered for equivalency. In addition, the leader must demonstrate the ability to plan, communicate and lead a group effectively on a complex multi-day outing.
2. To be approved to lead an international Global Adventure of low to moderate risk[[1]](#footnote-1), a leader must meet the qualifications in (i) above, plus
   1. Demonstrated ability to recognize various outdoor and international travel risks, hazards and dangers, explain those to participants, and assist them in recognizing and responding to them, from an interview and/or references.
   2. Experience planning and executing logistics for an extended international or wilderness trip or program.
   3. Equivalent experience will be considered.

Knowledge and/or proficiency with local language and culture and/ or local resources and connections in the countries of interest, and prior travel in and knowledge of the countries or region to be visited, preferably organizing and/or leading a group are strong advantages.

1. To be approved to lead a high-risk Global Adventure, in addition to the qualifications above the leader must demonstrate a prior track record of safety and effective risk management under those higher risk conditions or similar ones, with references that support a high level of leadership judgment and technical skills/knowledge to handle those conditions effectively. That track record may have been obtained through leading for another organization, or from co-leading under those high-risk conditions with another Mountaineers leader.

**Leader Training and Certifications**

At a minimum, Global Adventures leaders must meet the minimum leader certification, training and skills standards of the Mountaineers for any activity that they will be leading on a Global Adventure trip. Where no formal certifications are required by the Minimum Standards for an activity (such as hiking or backpacking), the following requirements are added for Global Adventures based on the trip risk rating:

1. For low risk trips, a leader should have First Aid training and current CPR certification.
2. For trips with a moderate to high risk for Activity, Remoteness or Illness risk factors, the leader, co-leader or hired staff must have had Wilderness First Aid training within the past 5 years, and Wilderness First Responder training should be considered.

The Global Adventures Committee chair and the relevant activity committee chairs are accountable to ensure that their leaders maintain their required qualifications and skills over time to qualify as a leader.

**How to Apply to become a Global Adventures Leader:**

1. A prospective Global Adventures Leader is asked to submit an application to the Global Adventures chair Cindy Hoover at [cyn@zipcon.com](mailto:cyn@zipcon.com) including recent relevant trip experience, leadership training/experience, first aid certifications, other experience and skills, and references. The application form may be found at <https://www.mountaineers.org/volunteer/volunteer-with-us/leader-applications/global-adventures-leader-application>.
2. The Global Adventures committee will reviews the materials submitted, arranges a personal interview (usually the chair of the committee), and also contacts the leader’s activity committee chair and other references to confirm their status and qualifications, before either approving or denying the request. If the request is denied, explanation is provided along with suggestions to help the applicant be successful in a future request. If the request is approved, the person becomes a leader with probationary status.
3. A prospective leader who has group leadership and international experience outside the Mountaineers, but no Mountaineers group leadership experience in the activity they want to lead, will be expected to become a Mountaineers activity leader in full standing in that activity and may be asked to lead at least one multi-day Mountaineers trip or domestic Global Adventure in that activity[[2]](#footnote-2) before leading an international Global Adventure, or may be encouraged to lead a low-risk international itinerary to a destination they are experienced in as their first Global Adventure.
4. A prospective leader with extensive Mountaineers activity leadership experience but no international group trip planning or leadership experience may be required to help plan and co-lead at least one Global Adventure international outing with a current Global Adventures leader, with favorable reviews, before leading their first Mountaineers international outing as a primary leader.
5. A new leader will be on probationary status for at least 2 outings pending favorable evaluations.

1. The risk associated with a global adventure is evaluated based on factors including technical difficulty, remoteness, need for advanced route-finding, potential for illness or injury, culture, safety and security factors, etc. See <https://www.mountaineers.org/about/vision-leadership/board-of-directors/committees/mountaineers-global-adventures-committee/elements-of-a-global-adventures-proposal/proposal-stage-1-initial-summary-proposal-and-risk-assessment/global-adventures-risk-assessment-matrix/view> for specifics. Risks rated high without sufficient mitigation could lead to a trip proposal being rejected. [↑](#footnote-ref-1)
2. A domestic Global Adventure differs from a standard Mountaineers activity in that many or all of the logistics for a Global Adventure (transportation, lodgings, services, food, etc.) are arranged in advance by the leader, participants pay a flat fee up front for the program, and the leader oversees the delivery of that program. [↑](#footnote-ref-2)