



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Central Connecticut Coast YMCA Job Description

Job Title: BOLD & GOLD Wilderness Instructor
Job Code: MAUDIR

Reports To: Wilderness Camp Director
Department: 450 Residential Camp

A Career with a Cause:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. Our mission is to put Judeo-Christian principles into practice through programs that build healthy spirit, mind, and body for all. The Y strengthens the foundations of communities and families through our key areas of focus; youth development, healthy living, and social responsibility and our core values of caring, honesty, respect, and responsibility. We are committed to this cause because a strong community is achieved when we invest in our children, health, neighbors, and values.

We are welcoming: we are open to all. We are a place where you can belong and grow. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

Position Summary:

The **BOLD & GOLD Program** is dedicated to inspiring courage and confidence in diverse groups of adolescents through outdoor adventures. Our goal is to increase confidence, courage, emotional intelligence, wonder, and community awareness in participants. We believe these traits are the foundations of leadership and work to inspire participants to develop their own leadership style. We prepare young people, from middle school on, to be the next generation of leaders through multicultural experiential education in the natural world. We run both gender-inclusive and single gender expeditions. Additional work is available between courses supporting Overnight Camp. This may include facilitating classes such as High and Low Ropes, Climbing, Hiking, Lifeguarding, Outdoor Living Skills, etc. Instructors may also be asked to cover cabins during evening activities or overnight.

Essential Functions:

- Ensure both a physically and emotionally safe environment.
- Create value-forming experiences for adolescents.
- Create an inclusive environment for youth in the outdoors.
- Facilitate the learning of leadership and outdoor skills during our 7-14 day wilderness-based backpacking, rock climbing, canoeing, or mountaineering courses.
- Aid with various camp needs when not in the field *
- Understand and uphold all applicable licensing standards, grant stipulations, YMCA policies, state and local laws, and YMCA of the USA risk management recommendations.

YMCA Leadership Competencies:

- **Critical Thinking & Decision Making:** Makes informed decisions based on logic, data, and sound judgment.
- **Communication & Influence:** Listens and expresses self effectively and in such a way that engages, inspires, and builds commitment to the Y's cause.
- **Program/Project Management:** Ensures program or project goals are met and intended impact occurs.
- **Emotional Maturity:** Demonstrates ability to understand and manage emotions effectively in all situations.
- **Inclusion:** Values all people for their unique talents, and takes an active role in promoting practices that support diversity, inclusion, and global work, as well as cultural competence.
- **Developing Self & Others:** Develops self and supports others (e.g., staff, volunteers, members, program participants), both formally and informally, to achieve their highest potential.

Required Experience, Education, and Qualifications:

- Commitment to working with diverse groups
- Excellent judgment, decision making, and risk management skills
- Strong group facilitation, communication, and conflict resolution skills
- Experience facilitating activities addressing issues facing adolescents
- Experience making the transference of a wilderness experience relevant to the everyday lives of underserved youth
- Knowing how to have fun!
- Instructors must be available for training in the Massachusetts area May 30, 2023.

Preferred Experience, Education, and Qualifications:

- Professional instructional experience in backpacking, rock climbing, canoeing, and/or mountaineering
- Knowing how to have fun!
- Current W-EMT, WFR, or WFA (Assistant Instructors only) and CPR (training will be available to full time instructors)

Trainings & Certifications:

- Must complete online New Employee Orientation, Child Abuse Prevention, Mandated Reporter, Bloodborne Pathogens, Hazard Communication, and Employee Safety trainings prior to start of position.
- Must hold and maintain CPR, AED, First Aid, and Oxygen Administration certifications - required for job placement.
- WFR training will take place at Hi Rock in early June, certification costs will be covered by Hi Rock for instructors committing the full summer

Effect on End Results:

- This position strongly impacts the effectiveness with which the Central Connecticut Coast YMCA accomplishes its mission. The role requires that the BOLD & GOLD Wilderness Instructor be committed to delivering high quality results, building positive relationships, maintaining a safe environment, and fostering a healthy community for all.
- Growth is seen in the program enrollment and quality in accordance with annual targets.
- All YMCA programs are recognized in the community as high quality and safe programs.
- Participants and staff set and achieve personal goals.
- All applicable licensing standards, grant stipulations, YMCA policies, state and local laws, and YMCA of the USA risk management recommendations are met or exceeded.
- Camp staff embody the mission and values of the YMCA.
- Positive image of the Central Connecticut Coast YMCA is achieved.

Physical Demands:

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. While performing the duties of this job, the employee is regularly required to communicate. The employee frequently is required to remain stationary; move; type; and reach objects. The employee must frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 100 pounds. The employee must have the physical ability to be active during the summer season for work days approximating 16 hours per day and to navigate rough terrain on foot frequently travelling 5 miles, and up to 10+ miles, on foot in a work day and occasionally hiking several miles with a loaded pack or assisting an injured camper or staff member. Must be able to perform all the physical aspects of the position, with reasonable accommodations. Ability to conduct activities, and perform all physical aspects of the position.

Work Environment:

This job operates in a recreational and educational environment. This role routinely uses standard sports and recreation equipment such as gym equipment, sports equipment, and office equipment such as phones, photocopiers, filing cabinets, and fax machines. At times, employees may be exposed to undesirable working conditions, communicable infectious diseases, and risk of injury from others. All employees are required to follow the preventative health policies of the YMCA at all times. The noise level in the work environment is moderate to high.

Compensation and Benefits

- Instructor rate is \$118/day while on trail
- Room and Board available for full time employees
- Access to Pro Deals and Discounts
- WFR Certification
- Pay rate between courses is \$545/week

EEO Statement

The Central Connecticut Coast YMCA is an equal opportunity employer, practicing equality of employment and advancement opportunities to all regardless of race, creed, national origin or ancestry, sex, sexual orientation, gender identity, genetic information, learning disability, mental disability, physical disability, veteran status, or any other protected group status under federal, state, or local law. This policy applies to all terms and conditions of employment; including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absences, compensation, and training.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.