



Position Title: Contract Field Instructor

Primary Work Location: Sandpoint, Idaho

Brief Overview of the Organization:

SOLE is a 501 (c)(3) nonprofit that provides transformational experiences that empower youth to explore, achieve, and lead outdoors! SOLE achieves this mission through providing key stakeholders novel experiential education programming throughout the Inland Northwest and beyond. SOLE offers (6) specific experiential education programs called "SOLE Experiences" which range from experiential day-based programs for schools to multi-day backcountry expeditions for troubled youth. See more about how we are and what we do at: www.soleexperiences.org

Position Summary:

This is not your run of the mill, 9-5 job. Being a SOLE Field Instructor is well-suited for those that have previous experience in the experiential education field and are flexible, creative, and dynamic. Under the direction and guidance of, the Executive Director and/or other organization personnel, SOLE Field Instructors are responsible for all facets of developing and facilitating intentional and effective experiential programs to include, but not limited too: curriculum development, prepping out courses, program facilitation, gear and equipment inventories and resupply, and other organization-related duties as assigned (i.e., construction, outreach, maintenance, fundraising, etc.). Position responsibilities are specific to each candidate's experience and specific program roles and responsibilities. In addition to a competitive wage, a Field Instructor at SOLE has the potential to experience a wide-breath of the inner-workings of a grassroots nonprofit, based on personal interest and action the right candidate has the potential to advance far within the organization's current structure. Because SOLE designs and facilitates a wide-range of experiential programs Field Instructors can expect that their individual program contracts will be based on each specific program. There may be the opportunity for additional work and advancement for the right candidate. Specific hours/days will be set in accordance to the organization and programmatic needs. It is expected that Field Instructors commit to specific program contract dates as a result. As a point of reference, during the summer season candidates can expect a 5-day + contract for each program type, and during the winter months a complete seasonal contract with each week comprising 2-5 days of work.

Minimum Qualifications:

1. Minimum 18 years old.
2. Possess a valid driver's license with a clean driving record required.
3. Basic First Aid/Adult and Child CPR required as a minimum for all urban-based programs. WFA/Adult and Child CPR required as a minimum for all expedition-based programs. WFR/required to lead expedition-based programs.
4. Passion for the outdoors, its people and places required.
5. Ability to work as a member of a team required.
6. Willingness to serve as a role model and mentor to those we serve required.
7. Willingness and ability to give and receive feedback openly required.
8. Ability to carry a 50+ lb pack over varied terrain required.
9. Ability to live and function comfortably outdoors for extended periods of time in all conditions required.
10. Experience teaching / working with youth, adolescents, and/or adults in an outdoor / experiential education capacity required.
11. Experience planning, coordinating, and facilitating multi-day expeditions with youth preferred, required if applying to work those programs.
12. Experience planning, coordinating, and facilitating day-based experiential education programming with youth preferred, required if applying to work those programs.
13. Experience teaching youth, adolescents, and adults place-based watershed science preferred, required if applying to work those programs.
 - a. Snow Science
 - b. Earth Science
 - c. Environmental Science
14. Experience teaching youth, adolescents, and adults outdoor living and travel skills preferred, required if applying to work those programs.
15. Experience teaching youth, adolescents, and adults Leave No Trace outdoor skills and ethics preferred, required if

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applying to work those programs.

16. Excellent leadership, strong written and verbal communication skills required.

Position Responsibilities:

1. As a member of an Instructor Team and/or as an individual plan and design experiential programs as assigned.
2. As a member of an Instructor Team brief and debrief experiential programs, as assigned.
3. As a member of an Instructor Team and/or individually prep and pack-out courses, as assigned.
4. As a member of an Instructor Team co-facilitate day-based experiential programs, as assigned.
5. As a member of an Instructor Team co-facilitate expedition-based experiential programs as a member of an Instructor Team, as assigned.
6. Complete paperwork related to position and programs, as assigned.
7. Complete gear and/or equipment needs, as assigned.
8. Complete construction and/or clean-up work, as assigned.
9. Complete office and/or administrative work, as assigned.
10. Other tasks or duties that relate to organization and program related needs, as assigned.

Dates of Contract:

Popular program dates could occur from January - March and May - September. See SOLE's calendar at www.soleexperiences.org for current programs that are being marketed. We prefer to schedule Contract Field Instructors in accordance to their strengths, and will give precedence to those that give multiple commitments (i.e., full season). It is important to note, all candidates must complete a formal evaluation-based probationary period unless otherwise discussed and approved by administration. For those that successfully complete the probationary and demonstrate consistent proficiency with skills and responsibilities related to job performance future contract work may be available.

Remuneration:

1. Contract Level 1-3 Field Instructor positions will be compensated based on organization needs, program-type, commitment, formal education and experience. As an example, starting wages for a Level 1 Field Instructor begin at \$18hr. Wage increases occur as Field Instructors demonstrate proficiency with job responsibilities, complete formal performance evaluations, and successfully complete professional development opportunities. Final compensation terms will be specifically listed in each Field Instructor's contract and based on professional experience and education.
2. Contract Field Instructors are provided daily per diems for day-based programs that run more than 10 hours, as well as field food for expedition-based programs worked (in addition to actual wages).
3. College internship credit available for those that qualify (based on agreement with advisor and current institution).
4. Eligible for seasonal bonuses, professional gear deals, and other professional development opportunities.

Complete application process at: <http://soleexperiences.org/take-action/work/>. Please send in ASAP to be considered, as we are currently conducting interviews.

Contact:

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