



2025 Summer Lead Instructor

Imagine teaching, connecting with nature, & sharing stories all in one place—welcome to ARC!

WHO WE ARE Adventure Risk Challenge (ARC) has been facilitating leadership, literacy, & wilderness experiences since 2004. **Through our Immersive (34-day) & Stepping Stone (11-day) Summer Courses, we integrate rigorous academic instruction & outdoor education.** Our programming engages high school youth in the Tahoe-Truckee & Central Valley regions of California whose identities are typically underrepresented in the outdoors & higher education. Explore what our students have to say by watching "[In Our Own Words](#)" or reading [student writing from past summers](#).

POSITION DESCRIPTION Bring your full self & be a part of an intentional, experienced, & passionate team! This full-time, seasonal position is based in Yosemite National Park. Instructors work to deliver 34-day or 11-day wilderness experiences (*4-8 day backpacking trips, rock climbing, &/or whitewater rafting*) interwoven with intensive literacy & leadership components at an outdoor basecamp (*English & science classes, writing workshops, & community conversations*). Everyone attends our 10-day paid All Staff Training & joins us with the skills & experience to contribute to a well-rounded team. This position is ideal for someone who loves programming with high school students & shares our commitment to diversifying the outdoors. The Lead Instructor position is ideal for candidates with professional outdoor education experience & thrive in dynamic environments.

We are hiring Lead Instructors for the following courses & dates in **Yosemite National Park**:

There is potential for additional remote &/or in-person work & training for Leads who are new to ARC.

Required & Paid All Staff Training:

June 9-19

Immersive Course (34-day course):

Prep: June 24-26 & 29, Course: June 30-Aug 2, Post: Aug 3-4

Stepping Stone Courses (11-day course; preference to staff who can work both):

A) Prep: June 23-24 & 27, Course: June 28-July 8, Post: July 9

B) Prep: July 12, Course: July 13-23, Post: July 24-25

COMPENSATION Lead Instructors are paid \$205 per day & can expect an increase of \$5 per day for each returning summer. Extensive paid training is provided. Shared housing is provided. Meals are provided during summer courses & parts of training. Immersive Course Instructors can expect up to 4 days off during their course. Instructors also gain access to our Outdoor Leadership Fund (details below).

INSTRUCTORS ARE RESPONSIBLE FOR

- Creating a safe, open, & inclusive culture for students & staff
- Following rigorous daily schedules leading backpacking & basecamp programming
- Teaching backcountry skills, including but not limited to
 - Backcountry Living: expedition preparation, navigation, hiking technique, camp setup, & cooking
 - Wilderness Risk Management: first aid, judgement & decision making, terrain management, & self & group care
- Teaching pre-planned lessons from ARC's academic curriculum, including but not limited to
 - English: guide students through the writing process & prepare students for our public speaking event

- Environmental Science: teach observation-based lessons & impart sense of place
- Community Conversations: facilitate our identity & leadership development progression
- Consistently role modeling appropriate vulnerability, teamwork, & self-care
- Managing student safety in all course environments & following all risk management protocols
- Driving students in SUVs between course areas

LEAD INSTRUCTORS ARE ADDITIONALLY RESPONSIBLE FOR

- Establishing & sustaining an emotionally & physically safe atmosphere for staff & students
- Collaboratively leading a staff team of 3-4 instructors with a cohort of up to 10 high school students
- Oversee all aspects of running an ARC summer course, including:
 - Team Facilitating: hold vision for course, orchestrate opportunities for feedback & teamwork, curriculum coaching, oversee management of all student issues, maintain consistent communication with supervisor
 - Teaching: be prepared to teach any lesson, ensure high-quality curriculum integration & implementation, oversee the progression of academic curricula & make adjustments to meet outcomes, oversee backpacking expeditions are meeting the needs of student competency & enjoyment
 - Logistics: manage preparations & moving parts of backpacking expeditions & basecamps including on- and off-trail hiking, gear management, food organization & meal preparations, rigorous daily schedules, & more
 - Risk Management: ensure all risk management protocols & guidelines are followed & manage incidents

OUR IDEAL LEAD INSTRUCTOR HAS

- Commitment to social justice, equity, diversity, & inclusion
- Professional experience backpacking, leading wilderness programs, & managing outdoor risk
- Professional experience teaching curriculum in any setting
- Experience leading a staff team effectively
- Strong interpersonal skills to connect effectively with high school-aged youth & community members
- Self-awareness to responsibly facilitate conversations about identity in demographically mixed groups
- Proven ability to maintain high energy & a positive mental attitude with little to no time off & limited personal space
- Strong organizational skills & attention to detail
- Experience being flexible & adaptable under changing circumstances
- Additional Qualifications:
 - Wilderness First Responder & CPR certifications (required; must be completed by June 2025)
 - Bilingual proficiency in Spanish & English (preferred but not required)
 - 21 & older (preferred but not required)
 - Vehicle recommended for personal use (preferred but not required)

OUTDOOR LEADERSHIP FUND ARC's Outdoor Leadership Fund (OLF) increases access to outdoor education work for staff from historically underrepresented communities in the industry. OLF can be used to cover part or all of the cost of trainings, certifications, &/or gear. Most funding granted ranges from \$100-\$1,000 & is available throughout the hiring process. Applying for funding will not affect your application.

EQUITY & INCLUSION STATEMENT ARC recognizes that injustice exists in all aspects of society. Our programs aim to eliminate barriers & create pathways for youth to achieve academic success, access outdoor spaces, & exercise. ARC is dedicated to actively implementing organizational practices that promote equity, diversity, & inclusion. If you are excited about this job description, we encourage you to apply even if you don't feel you meet every requirement. We're eager to receive applications from people who will contribute to our team in a variety of ways - not just candidates who check all of the boxes. Candidates who are from communities underrepresented in the outdoor education field are especially encouraged to apply.

TO APPLY Email your resume, a cover letter detailing your interest & fit for this role, & three references to Heather Ekstrom at heather@adventureriskchallenge.org. Applications are reviewed on a rolling basis starting **January 8th**, so apply early! If you are interested in learning about our Instructor roles please visit our [employment page](#). For more information about our programs, please visit our website www.adventureriskchallenge.org.