



Outward Bound Wilderness

TECHNICAL STANDARDS FOR WESTERN REGION

(Instructor Positions in Utah, Colorado, Washington State, Oregon, California, Alaska)

Note to applicants: The following list is intended to give you a sense of the skill sets we seek in new instructors. By no means should this list deter you from applying; in fact, there are few candidates who possess ALL of the skills represented here. If in doubt, please apply for a position and we will assess your credentials in the interview process.

HUMAN AND EDUCATIONAL SKILLS FOR ALL PROGRAMS

1. General Requirements include:

- Age of 21 years or older.
- Having current first-aid certification at the level of Wilderness First Responder including Adult Heartsaver CPR, CPR for the Professional Rescuer, or Healthcare Provider CPR.
- Being in excellent health and physical condition.

2. Personal/Professional Experience in one or more of the following areas:

- Teaching
- Counseling
- Group leadership.

BACKPACKING SKILLS (REQUIRED FOR BACKPACKING COURSES)

1. General Outdoor Skills including:

- Ability to carry 45-65 pound pack on and off trail for up to 12 hours per day and sometimes longer.
- Experience leading at least five 4th class peaks.
- Competence with map and compass navigation, ability to navigate in whiteout and dark conditions preferred.
- Knowledge of managing mountain hazards and variable weather.
- Familiarity with Leave No Trace backcountry practices.
- Experience with multi-day expeditionary travel.

2. Additional Teaching and Facilitation Skills including:

- Experience teaching and managing students in an outdoor setting.
- Experience facilitating group discussions or experiences. Experience working with youth populations from 12-18 years of age.

TOP-ROPING SKILLS (REQUIRED FOR MOST BACKPACKING COURSES)

1. General Rock Climbing Skills including:

- Personal climbing experience ranging from top-roping experience to following a lead climber on traditional climbs of at least 5.6
- Experience setting up and managing top rope sites
- Ability to belay and rappel without guidance.
- Ability to comfortably set up institutional anchors using natural and artificial protection.

2. Additional Teaching and Facilitation Skills including:

- Experience teaching students to rock climb including climbing movement, knots, and belaying.
- Ability to frame and facilitate a climbing experience for students as young as 12.
- Ability to assess and appropriately manage hazards at a rock site.

MOUNTAIN SKILLS (REQUIRED FOR ALPINE MOUNTAINEERING COURSES)

1. General Outdoor Skills including:

- Meets all criteria for backpacking instructor.

2. General Rock Climbing Skills including:

- Familiarity with and skilled in protection placement and multi-directional anchor systems.
- Comfortable with belay and rappel techniques.
- Experience lead climbing (placing protection).
- Experience leading at least five multi pitch climbs at the 5.6 grade. (Swinging leads acceptable)
- Experience and comfort traveling in 3rd and 4th Class terrain.

3. General Mountaineering Skills including:

- Experience in snow travel.
- Experience with snow anchor systems: i.e. bollards, dead-men, pickets, and improvised anchors.
- Experience with ice axe technique and ability to self-arrest.
- Experience with 4th and 5th class peak ascents.
- Experience leading at least five - 4th class peaks.

RIVER SKILLS

1. General Outdoor Skills including:

- Competency in expeditionary campcraft skills.
- Knowledge of desert canyon environment and general weather conditions.
- Familiarity with Leave No Trace backcountry practices.

2. General Rafting Skills including:

- Minimum of 500 miles documented river travel Class III and above, either personal or professional.
- Experience with multi-day expeditionary river travel.
- Ability to competently captain a paddle raft in Class III whitewater is preferred.
- Ability to competently row a baggage raft in Class III whitewater is preferred.

SEA KAYAKING SKILLS

1. General Skills including:

- Knowledge of basic Marlinspike seamanship; knots: bowline, reef knot, rolling hitch, etc.
- Knowledge of potential hazards pertaining to weather and sea states.

2. Basic Navigation Skills including:

- Familiarity with navigation using chart and compass.
- Knowledge of the basic concepts of tides and currents.
- Ability to read tide and current tables.

3. General Sea Kayaking Skills including:

- Ability to read inlet water as well as open water sea states.
- Experience with basic paddling stroke techniques.
- Experience with self and group rescue techniques.
- Experience with moderate to heavy sea states in personal paddling.
- Experience on sea kayaking expeditions 10 days or longer.

CANOE SKILLS

1. General Outdoor Skills including:

- Proficiency with tandem lake paddling under calm circumstances.
- Knowledge of general hazards, i.e., lightning, high winds, flipped boat.
- Competence with basic campcraft skills.

2. General Canoeing Skills including:

- Ability to perform basic paddle strokes in both the stern and bow.
- Ability to perform basic boat maneuvers.
- Ability to perform low and high braces.
- Ability to manage canoes in high winds.
- Experience solo canoeing.

For further information regarding minimum standards or the hiring process, please contact:

Human Resources Staffing

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