

**Get Outdoors Leadville! (GOL!) is seeking Outdoor Crew Leaders for weekly Friday youth programs.**

Lake County Schools has shifted to a 4-day school week, and GOL! is offering fun, active, outdoorsy programs for K-6th graders on Fridays. This position instructs and cares for groups of 10-15 participants in 3-to 8-hour outings or activity blocks which feature active living outdoor recreation, natural world engagement, land stewardship and play. Activities vary slightly by age level and program option. Crew Leaders develop and implement outdoor education and recreation curriculum for up to 20 days per semester, and are responsible for ensuring safe, enriching, and inclusive outdoor experiences for Lake County youth in their crew, while also mentoring and Assistant Crew Leader and/or collaborating with a co-leader. This position is seasonal, running from September - June.

**Compensation: \$15 - \$23.50/hour, DOE; 4 - 10 hours per week, on average.**

**Specific Openings Include:**

- **K-2nd grade Active Outdoor Program Leader** - 3 positions open (one for each grade: Kinder, 1st, 2nd). Variety of moderate to vigorous physical activity, including mountain and snow biking, snowshoeing, cross country skiing, hiking, and other active mountain sports, active outdoor play, outdoor safety, basic outdoor skills, and indoor swimming.
- **3rd -6th grade Biking Program Leader** - 1 position open. Focus on mountain biking, fat-tire snow biking, bicycle maintenance and care, biking and outdoor safety, and basic outdoor wellbeing skills.
- **3rd - 6th Hunting and Fishing Program Leader** - 1 position open. Focus on conservation-minded hunting and fishing related activities, wildlife education, outdoor safety, and basic outdoor skills.

*Assignments based on age group experience, expertise, and interest.*

**Duties Include**

- Instruct and care for participant crews throughout a school semester. Facilitate weekly outdoor activities for youth in a day program setting. Some days are 3-hour half days, and some are 8-hour full days. Primary program topics include:
  - Activity topics as noted above.
  - Health through active living and outdoor time
  - Leave No Trace principles and environmental stewardship, cultivating an understanding of the larger web of natural and human communities and love of the earth as a whole
  - Leadership and teamwork, fostering a sense of self, belonging, positive group culture, and resilience
- Uphold and teach COVID-19 Precautions.
- Complete required training - may vary based on role
- Create and facilitate a progressive activity flow over the course of a semester (approx. 11-20 activity blocks, depending on the semester). Some curricular activities will be required, and provided for you. Others will be yours to create!
- Teach and maintain risk management protocols and group awareness to ensure safe, well-supported

experiences; monitor and support physical and psychological safety and comfort at all times; complete incident report documentation, as needed

- Identify and respond to any issues. Communicate and collaborate to support social-emotional needs of participants and address behavioral needs and challenges, including completion of incident reports, as needed
- Foster inclusive program space, and demonstrate humility, curiosity, and a dedication to making our workspace and outdoor spaces more inclusive, equitable and relevant to diverse participants.
- Collect pre- and post-program evaluations to campers and share feedback with program administrators.
- Maintain accurate program records, including completion of daily attendance rosters, lunch distribution, gear checkout logs, and other reporting
- Capture and provide photo and video media of activities
- Create fun, inclusive, engaging crew dynamic for all campers, setting a high-energy and positive atmosphere for learning and sharing
- Guide and mentor Assistant Crew Leaders by providing positive modeling and constructive feedback as they develop leadership and counseling skills
- Contribute to program logistical needs as needed and assigned, such as food delivery, equipment cleaning and maintenance, transportation support, etc.
- Reflect on performance and provide written and/or oral feedback to self and co-workers
- Maintain a tidy, organized work space and care for equipment used during programming
- Adhere to the County Employee Handbook, GOL! guiding resources, including the Rockies Rock Staff Manual, and professionalism standards
- Drive County vehicles to transport equipment and/or participants
- Uphold Mandatory Reporting requirements and other applicable expectations
- Other tasks as necessary to fulfill programming

## **QUALIFICATIONS**

- Must be 18-years-old or older
- Basic familiarity with and excitement for activities involved
- At least three months (460 hours) professional experience with children
- Demonstrated ability to plan, guide, organize, and implement small group program activities within organizational risk tolerance
- Sense of humor, resourcefulness, creativity, flexibility, and passion for connecting youth to the outdoors to inspire a lifelong love of nature
- Exhibit core values of cultural awareness, inclusivity, compassion, integrity, healthy lifestyle choices, respect for others and the environment, and collaboration.
- Current CPR/First-Aid/AED certification.
- Up-to-date immunizations with records (or exemptions on file).
- Completion of health history (personal report - not from medical provider)
- Clearance of federal, state and motor vehicle background checks.
- Current Driver's License with driving record sufficient to drive participants.

**DESIRED SKILLS**

- Formal education or experience in youth programming
- Formal experience with outdoor education, adventure education, outdoor recreation leadership, Leave No Trace, and/or camp leadership
- Knowledge of the Lake County community and families
- Spanish language fluency
- Wilderness First Aid or Wilderness First Responder certification
- Satisfactory driving record and current driver’s license (Not all Crew Leaders will be required to drive, but ability to do so during course of workday is desired)

**Program Dates for 2020-21 School Year Include**

Fall Semester	Spring Semester
<ol style="list-style-type: none"> <li>1. Training Date - TBD</li> <li>2. 10/2/2020 - Whole Day</li> <li>3. 10/9/2020 - Whole Day</li> <li>4. 10/16/2020 - Afternoon</li> <li>5. 10/23/2020 - Afternoon</li> <li>6. 10/30/2020 - Afternoon</li> <li>7. Cold Weather and Winter Activities Training Date - TBD</li> <li>8. 11/6/2020 - Afternoon</li> <li>9. 11/13/2020 - Afternoon</li> <li>10. 11/20/2020 - Afternoon</li> <li>11. 12/4/2020 - Whole Day</li> <li>12. 12/11/2020 - Afternoon</li> <li>13. 12/18/2020 - Afternoon</li> </ol> <p><b>*Training days will likely be on a day other than Friday, and additional training days may be required as programming changes and evolves.</b></p>	<ol style="list-style-type: none"> <li>1. Training Date - TBD</li> <li>2. 1/8/2021 - Afternoon</li> <li>3. 1/15/2021- Afternoon</li> <li>4. 1/29/2021- Afternoon</li> <li>5. 2/5/2021 - Whole Day</li> <li>6. 2/12/21- Afternoon</li> <li>7. 2/26/2021- Afternoon</li> <li>8. 3/5/2021 - Afternoon</li> <li>9. 3/12/2021- Afternoon</li> <li>10. 3/19/2021- Afternoon</li> <li>11. Warm Weather Training Day - TBD</li> <li>12. 4/2/2021 - Whole Day</li> <li>13. 4/9/2021 - Afternoon</li> <li>14. 4/16/2021- Afternoon</li> <li>15. 4/23/2021- Afternoon</li> <li>16. 4/30/2021- Afternoon</li> <li>17. 5/7/2021 - Afternoon</li> <li>18. 5/14/2021- Afternoon</li> <li>19. 5/21/2021- Whole Day</li> <li>20. 5/28/2021- Afternoon</li> <li>21. 6/11/2021- Afternoon</li> </ol>

**WORK CONDITIONS**

The majority of this person’s duties are performed within an outdoor environment in a variety of locations and settings. The incumbent may be exposed to some noise (electrical, mechanical or human) on an occasional basis, and other related hazards associated with an outdoor environment. Physical hazards may include weather-related hazards, extreme heat, extreme cold, noise, and sun/UV exposure. Exposure to natural, biologic hazards such as insects and injurious plants is also possible.

**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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit and talk or hear for extended periods of time. The employee will be required to use a computer to accomplish administrative tasks. The employee is required to use hands to finger, handle, or feel objects, tools, or controls; and reach

with hands and arms. Must have the ability to safely restrain and physically support children when needed for safety in general camp activities (child weighing 40 - 200 pounds). Specific vision abilities required by this job include close vision, and vision sufficient for driving. The employee will also be required to walk (hike) in uneven, mountainous terrain on and off trail for up to 10 miles, and 2,000 vertical feet and bike on single-track bike trails for up to 15 miles and 3,000 vertical feet.

**ABOUT GET OUTDOORS LEADVILLE! (GOL!):** Get Outdoors Leadville! is a grant-funded initiative launched in December 2016 that connects Lake County youth and families to the outdoors to inspire dreams, foster stewardship, build leadership, and strengthen community. GOL! works with numerous community partners to create and expand engaging outdoor and environmental education programming. Please see the GOL! website for examples of GOL! programming and the latest updates on outdoor adventures in-school, out-of-school, and with families.

All interested candidates submit your 1. Resume 2. Cover letter, and 3. Three professional references to **Cisco Tharp, Healthy Kids Director: [ctharp@co.lake.co.us](mailto:ctharp@co.lake.co.us) Attention: GOL! Project Dream Friday Crew Leader Position**

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*Lake County Government is an equal opportunity employer. We embrace the diversity of our workforce; therefore, all employment decisions are based on qualifications, merit, and business need. Get Outdoors Leadville! operates under special use permit from the USDA Forest Service.*