

ACADEMY TRAINER (6 positions available)

Justice, equity, diversity, and inclusion are core values of the Training Academy. We are passionate about building and sustaining representation and diversity within the outdoor industry. We welcome applicants with diverse backgrounds, experiences, abilities, and perspectives. BIPoC, 2SLGBTQ+, and candidates living with a disability are highly encouraged to apply, even if your experience doesn't precisely match the job description for this role. Your experience, skills, and passion will set you apart so tell us about your achievements and journey to date, and the things you learned along the way.

THE ROLE and OPPORTUNITY FOR IMPACT

Academy Trainers draw on skill sets developed through a wide range of professional experiences to help prepare program participants for today's outdoor industry. They play a crucial role in the ongoing development of the Training Academy, helping to inform program content and design. The Trainer position is very much a leadership role, linking the learning requirements of the Training Academy to practical in-field experiences.

Working in pairs, Academy Trainers in each region will put the Training Academy vision into action, teaching the learning content and carrying out the field portion of the Academy curriculum. Participants' experience and connection to the outdoors will range from limited exposure to seasoned professionals. Trainers should feel comfortable guiding students through their personal learning journey and facilitating field experiences that cater to diverse backgrounds.

Academy Trainers are the front-line staff of OBC's Training Academy and directly influence current and future outdoor leaders by offering accessible and innovative training opportunities. Additionally, Academy Trainers will support the successful operations of regional OBC programs, as needed.

WHAT WE OFFER

Location: Preference is given to local applicants, with the possibility of some remote work when not needed at a regional base for field programs.

Currently hiring for:

- 2 positions in Atlantic Canada (TBD)
- 1 position in Minden, ON
- 2 positions in Canmore, AB
- 1 position on Vancouver Island, BC

Salary: \$50,000-\$55,000 annually

Benefits: Comprehensive benefits package and Employee Assistance Plan

Term: Full Time Salaried Contract, 6-months to 3-year contract term (negotiable) with possibility for extension.

Working hours: This role requires a minimum of 6 weeks (and up to 20 weeks) in the field. Field days include longer hours and follow the special rules and exemptions related to employment under wilderness guides/instructors.

When not in-field, regular working hours are flexible and will include approx. 37.5 hours per week.

Supervisor: Training Academy Curriculum Manager

Application Deadline: August 5, 2022

Anticipated Start Date: September 1, 2022

RESPONSIBILITIES

Delivering Field Curriculum

- Train future outdoor leaders and deliver outdoor learning sessions to a high standard in both field and centre-based settings.
- Guide trainees through challenging terrain, facilitate group processes, provide coaching based on individual needs, and teach formal lessons based on the Outward Bound Canada and Training Academy curriculum.
- Integrate risk management, group facilitation, technical skills, coaching, and mentorship into field experiences.
- Create a positive learning environment, adapting to the unique needs of each student.

Graduate Coaching & Mentorship

- Help Academy graduates put their training into action by providing mentorship as they transition from the training program to entering the workforce.
- Coach students in goal-setting and provide ongoing feedback to support growth and create leadership opportunities.
- Connect students with further training, work opportunities, or other resources to provide a trajectory towards sustainable employment.

Training Academy Program Support

- Collaborate with colleagues and the Academy's Curriculum Manager to evaluate and develop the curriculum on an ongoing basis.
- Provide region-specific insights and market trends to contribute to program development.
- Integrate feedback from students to make the Training Academy more inclusive and accessible.
- Support Recruitment and Partnership Manager by collaborating on the creation and implementation of regional outreach initiatives.

SKILLS, KNOWLEDGE, AND EXPERIENCE

- Experience training instructors, coaches, educators, or youth leaders.
- Demonstrates a high level of educational skill and expertise.
- A broad range of experience working with youth groups, guiding backcountry trips, adaptive recreation programming, or experiential education.
- Demonstrated commitment to disrupting colonial/dominant narratives and experience contributing to an inclusive and equitable working and learning environment.
- Ability to build rapport with students from diverse backgrounds utilizing various communication tools.
- Adept at navigating conflict personally as well as in a group.
- Technical expertise in the backcountry and managing beginners in technical terrain.
- Experience working in mentoring and coaching roles.

REQUIREMENTS

- Vulnerable Sector Check
- Fully vaccinated against Covid-19
- Wilderness First Responder certification

Regional-specific certification (or willingness and ability to obtain), or equivalent experience:

- Ontario: Bronze Cross or higher, SRT, Paddle Canada Intermediate Tandem Moving Water Instructor or higher
- BC: SKGABC Level 2 or higher, or Paddle Canada Level 2 Sea Kayak Instructor or higher
- Rockies: ACMG AHG or higher
- Atlantic: Paddle Canada Level 2 Sea Kayak Instructor or higher

ASSETS

- French language proficiency

- Program development and evaluation experience
- Youth coaching, facilitation, or mentoring experience
- Additional certification and training:
 - Mental Health First Aid
 - Trauma-informed care training
 - Training or lived experience in topics related to diversity, justice, equity, and inclusion

LET'S CONNECT!

Apply for this position by submitting your cover letter, resume and trip log as one PDF using [this form](#).
[Learn more about the Training Academy](#).

Explore other [current job openings](#) at Outward Bound Canada.