

Four Trails Leader

Job Description

Reports To: Director of Camp Programs and Four Trails Coordinator



American Youth Foundation Mission

We dare people to discover and celebrate the very best in themselves and others; inspire them to explore diverse perspectives and complex challenges; and embolden them to live courageously, engaging their full capacity.

Job Location: Position is located at Merrowvista in Center Tuftonboro, New Hampshire. The Merrowvista site necessitates the ability to move through rugged terrain. Employees are required to live onsite for the duration of their employment including staff training and the two camp sessions.

Job Type: Seasonal. Employment begins June 6 and ends on August 11. Wilderness First Responder and CPR will be offered at Merrowvista from May 30 to June 5 for employees needing certification.

Job Summary:

Merrowvista is an overnight, residential summer camp for youth ages 8-17. Four Trails Leaders will be responsible for the day-to-day management of a group of high school aged campers as they participate in multi-day backpacking, canoe and adventure trips. These trips take place in primitive, backcountry environments throughout New Hampshire and Maine and are led exclusively by Leaders with support from Coordinators who remain on-site at Merrowvista. Trip length ranges from 5-16 days and the relative difficulty of each trip varies, but all require personal, physical fitness and strong mental fortitude. Extensive training in wilderness safety, adventure skills and backcountry protocols will be provided. When not on trail, Leaders will participate in all camp programming and activities alongside their cabin group and co-staff. Four Trails Leaders will live in a cabin or tent with their campers and will co-lead the group in pairs or trios, ensuring the safety and well-being of every camper. Four Trails Leaders will lead campers through daily routines, facilitate a positive communal living experience.

Position Responsibilities:

- Live in a cabin or tent with 4-12 campers at a time and maintain a positive communal experience.
- Guide campers through their daily routines: wake up and bedtime, hygiene, personal organization.
- Facilitate and teach wilderness skills such as outdoor cooking, primitive camping, Leave No Trace guidelines, flat water and moving water canoeing, gear maintenance etc.
- Participate in all camp programming: early morning and evening activities, meals, daily reflections.
- Lead campers on 5-16 day backpacking and canoe trips through rugged terrain to primitive campsites.
- Manage individual and group behavior: resolve conflict, enforce community standards of respect for all.
- Ensure the safety of campers at all times, follow and implement all safety standards and assist campers in need throughout the day and night.
- Build relationships with campers to foster friendly, nurturing and age-appropriate group dynamics.
- Maintain proper social boundaries with campers, ensuring all conduct and conversations are above reproach.
- Communicate daily with supervisor, attend staff meetings and follow guidance and instruction from coordinators and directors, especially pertaining to trip routes, logistics and trail safety.
- This is not meant to be a complete list of all responsibilities. Other duties may be assigned.

Skills and Qualifications:

Required:

- Wilderness First Responder and CPR (will be provided on site from May 30 to June 5 by Merrowvista).
- Minimum Age: 21 years old by June 30, 2024.
- Experience in outdoor adventure education or wilderness trip leading.
- Possess outdoor skills: camping, hiking, canoeing, backpacking.
- 1-3 years working or volunteering with youth in recreational or educational settings.
- Leadership experience: including student, sports, club, team and community leadership.
- Support the organization's mission and vision with integrity, dependability, and accountability.
- Interact effectively with individuals and groups respecting social and cultural diversity. Establish and maintain appropriate professional relationships and interpersonal skills that contribute to a positive community.
- Demonstrate passion for serving youth, encouraging campers to explore through play and creating a space where youth feel included and a sense of belonging.
- Fully participate in and be present at all camp community activities, including staff training activities.
- Maintain effective mental, emotional, and social interactions in our youth-centered residential summer camp program.
- Ability to handle stressful situations appropriately, maintaining mental, emotional, and social resiliency needed for the job in a fast-paced, interactive environment.
- Use effective and appropriate self-care practices for maintaining overall wellness.
- Follow all guidelines and policies as described in the AYF (American Youth Foundation) staff manual.

Preferred:

- Professional or academic experience in the field of outdoor or experiential education.
- A personality and character that exudes leadership, flexibility, trustworthiness, creativity, energy, inspiration and positivity.

Work Environment:

- Live onsite and on trail in communal housing for the duration of employment including weekends and evenings and be available 24 hours/day in case of emergencies.
- All meals are provided. Dietary accommodations will be made when needed.

Compensation:

- Weekly pay: \$600
- Employees will receive one day off for every six days worked.
- Wilderness First Responder, CPR and Lifeguard training and certifications are required and provided.

Company Culture:

The AYF believes that how we act and interact reflects who we are as a community. In practice, at the AYF we value investing in youth, stewarding the environment, encouraging participants and staff to explore and develop their values and beliefs, belonging in community, and growing together.

Recognizing the full value of all, the American Youth Foundation affords equal opportunity for employment and program participation to all individuals on the basis of merit and/or eligibility without regard to race, color, sex,

pregnancy, sexual orientation, gender identity, familial status, religion, national origin, citizenship, disability, age, military status, or any other basis prohibited by law.

The above statements are intended to describe the general nature and level of work being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required for this position. This document does not create an employment contract, implied or otherwise, other than an “at will” relationship.

Updated: 11/15/2023