



Information for Prospective Field Staff

Boojum employees transform lives. They are mentors who are driven to share their passion for adventure in the natural world through hands-on experiences. By instilling a critical and powerful understanding of our environment, Boojum staff strive to empower our participants. Boojies are a community of kindred spirits who make a real difference in people's lives, building self confidence, positive peer relationships, and environmental stewardship. We offer our staff multiple valuable training courses, valued at \$800-\$1200, at no cost to our staff! Challenge the limits of your true potential and join the Boojum family!

Who we are and what we do:

The Boojum Institute for Experiential Education fosters positive peer relationships, self-confidence and environmental stewardship by connecting individuals with nature and each other through hands-on learning experiences. It offers custom-designed programs – camping, rock climbing, high-ropes courses, eco activities and other fun yet challenging pursuits – among great rivers, expansive deserts, remote beaches and mountain peaks. Our nonprofit is accredited by the Association for Experiential Education, which ensures the highest level of quality and safety.



In such spectacular destinations as Grand Canyon, Yosemite and Joshua Tree National Parks, Point Reyes National Seashore, the Colorado River, Channel Islands National Park, Grand Canyon National Park, and the Sierra Nevada mountains, Boojum provides people with adventures that broaden their horizons figuratively and literally.

Founded in 1975, the Institute has benefited more than 85,000 people in its role as an educational partner and established an enduring reputation for value, integrity and fun. Its Course Directors are a rare, inspired breed – both highly trained as outdoor educators and committed to making sure kids LIVE while they learn. Even participants

who struggle in a traditional classroom environment frequently find Boojum's brand of education deeply enjoyable, personally rewarding and indelibly memorable. The environmental education component of Boojum programs explores natural history through hands-on investigation, allowing the participant to develop a relationship with the environment and providing insight into responsible environmental behavior and the role humans play in the natural world. The Institute is dedicated to personal and organizational development through unlocking potential, promoting self-discovery and inspiring growth.

The Boojum Institute offers three major types of programs:

- Experiential outdoor education courses for public and independent school students
- Leadership development and organizational development programs
- Adventure challenge programs for urban and rural youth at-risk populations

With one of the highest staff retention rates in the nation, the Boojum Institute is proving that the Boojum Experience is just as powerful for our staff as it is for our students. Boojum's dedicated staff is among the most experienced, best trained and gifted experiential education teachers in the field. Boojum's passionate staff has introduced thousands of young people and adults to new ways of looking at the world. In 2010, over 90 field staff brought their time and enthusiasm - shared a part of themselves - to making the Boojum Experience a life-shaping event for our students and program partners. Year after year our program partners return to Boojum because of the outstanding work of our wonderful instructors. The Boojum Institute is leading the way in experiential outdoor education and is one of the first organizations to be accredited by the Association for Experiential Education!

The Boojum Institute is based in the town of Anza in the high desert of southern California, about 100 miles east of Los Angeles. Boojum's administrative office, logistics base, and staff housing are all at the headquarters campus. Planning and course prep work are done there for Course Directors, Commissary Directors, Logisticians, and Interns and all equipment is issued from there as well. The majority of our courses are field-based, and Instructors begin their course at a campground or trailhead at the course area. Boojum also uses a number of residential camp facilities throughout California on a part-time basis for conducting programs. Depending on the season we may employ up to eight full time administrative staff, 40 to 80 seasonal field staff and four to ten interns.

Course Area Training on the Colorado River

The Boojum Institute Mission:

To unlock potential,
Promote self discovery and
Inspire growth.

Boojum Programs:

Boojum programs visit and include studies of the three major ecosystems (mountain, desert and ocean) in the



Southwest United States. Boojum program course settings are selected based on the age of the participants and the goals of the program. These settings include residential camping programs, basecamp camping programs and expedition-style (backpacking or canoeing) programs. Each setting provides the appropriate level of physical and developmental challenge for the group of participants. Each Boojum program includes curriculum components in outdoor skills development, environmental education, group facilitation, and team-building. Our typical Outdoor Education programs are with 4th through 12th graders from private and public schools in Los Angeles and throughout California.

Who we are looking for:

Boojum Instructors provide facilitation and instruction in outdoor skills, natural history, environmental awareness, challenge course activities, and life skills in order to unlock potential, promote self-discovery and inspire growth in our students. The Boojum Instructor is a role model, skills trainer, facilitator, teacher, risk manager, counselor and wilderness leader. Boojum Instructors should have balanced proficiency in communication and technical skills.

Instructor qualifications include

- Previous professional experience in outdoor education.
- Outdoor teaching experience with adults and youth.
- Proven ability to safely manage groups in the field.
- Excellent skills in leadership, teamwork, time management, organization, judgment, planning and communication including such abilities as:
 - interpreting group dynamics
 - listening and giving feedback
 - facilitation
 - teaching
 - role modeling
 - choosing proper debrief techniques and modifying them when appropriate
- Skills in several of the following:
 - team-building initiatives
 - Leave No Trace
 - rock climbing
 - flatwater canoeing
 - sea kayaking
 - backpacking
 - field risk management
 - ropes course facilitation
 - course logistics operations
 - backcountry travel and navigation
 - environmental education and interpretation
 - curriculum and lesson plan development and implementation
- Preferred qualifications include: Understanding of California and Southwest ecology and natural history. Bachelor's degree in outdoor education or related field. 21 years of age or older.
- Those with the following qualifications are eligible to start at a higher pay level. Top Rope Site Manager certification, British Canoe Union/American Canoeing Association certification, teaching credentials and higher education degrees.

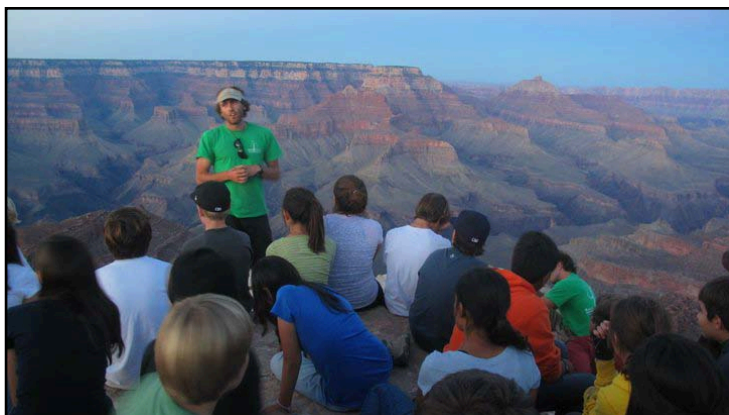


Taking a break from backpacking in the Sierras

- Depending on the type and location of programs, different levels of First Aid Certification are also required.
 - Wilderness courses (e.g. backpacking, expeditionary canoeing):
 - as CD or lead instructor: CPR and Wilderness First Responder or higher
 - as assistant instructor: CPR and Wilderness First Aid or higher
 - Basecamp course staff:
 - CPR and Wilderness First Aid or higher
 - Residential course staff, Challenge Course staff, Climbing Site Managers, Commissary Directors, Logisticians:
 - CPR and Basic First Aid; CPR and Wilderness First Aid or higher preferred.

What you can expect:

Boojum offers a wide variety of programs. Our primary field seasons are the spring and fall. Each season starts with four days of All Staff Training, offered at no cost to our staff members. Additional free trainings include Challenge Course, Climbing Site Manager, and Course Director. Specific Course Area Training opportunities are offered in areas such as Joshua Tree and Yosemite National Parks and the Colorado River.



Residential and basecamp programs run with 10 to 15 participants, a school chaperone, and a single Instructor per trail group. Backcountry courses run with 10 to 15 participants, a school chaperone, and two Instructors per trail group. Trips commonly last from two to five days, and occasionally up to three weeks. Challenge course programs run from a half day to four days in length, with youth, college, corporate and other adult participants.

Teaching geology at the Grand Canyon

Basecamp and residential programs typically have one day of staff prep before the students arrive to review the program and get acquainted with the course area and activities. Backcountry courses have a multi-day Course Area Training, before the program starts.

Staff who are competent in multiple skills or modes of travel—climbing, sea kayaking, challenge course facilitation, backpacking, expeditionary flatwater canoeing—can expect to have a wide variety of courses available to them. A typical season might see six weeks of work interspersed over two or three months, with time off between courses for recreation, relaxation, and other pursuits. Since all of our programs are customized for our different program partners, sometimes staff may work for three weeks in three different locations with only a couple days off. Other times staff may work for 3 days in one location, have a couple days off, work for 5 or 6 days in the same location, have a week off, etc. Some field staff prefer to work just one or two programs per season in a specific location. The variety is just one thing that keeps our field staff coming back season after season!

Field Staff are eligible for several different positions, depending on experience and program needs. These positions can include:

1. **Course Director:** (Limited Duration Field Staff). Responsible for planning program content and risk management for individual field courses. Supervises and supports other members of the Field Team, including all positions listed below, Interns, and subcontractors. Lead field representative of Boojum Institute. Manages rigging and de-rigging of the course. Responsible for course documentation and reporting.

2. **Assistant Course Director:** (Limited Duration Field Staff). Responsible for assisting the Course Director with communication between staff and program partner, risk management, rigging and de-rigging of the course.

3. **Climbing Site Manager:** (Limited Duration Field Staff). Responsible for climbing site setup operation, gear inventory, completing rope logs, and risk management. Includes anchor building, basic climbing instruction, climbing site risk management, take-down and various logistical tasks. As part of site risk management, these site managers must be able to perform evacuations of injured or otherwise immobile participants.

4. **Challenge Course Site Manager:** (Limited Duration Field Staff). Responsible for challenge course site setup operation and risk management, take-down, gear inventory, completing rope logs, and various logistical tasks. As part of site risk management, these site managers must be able to perform evacuations of injured or otherwise immobile participants.

5. **Commissary Director:** (Limited Duration Field Staff). Responsible for food service during course: possibly purchasing and packing food, prepping, cooking, and cleaning, and working with support staff and students before, during and after mealtimes.

6. **Instructor/Assistant Instructor:** (Limited Duration Field Staff). Responsible for risk management, teaching, facilitation and leadership of small groups of students in the field. Responsible for course documentation and reporting.



Before students arrive to the Colorado River

7. **Logistician:** (Limited Duration Field Staff). Responsible for assisting with any logistical program related tasks as assigned by Staffing and Training Manager, Program Manager, and or Course Director. Duties may include but are not limited to: purchasing, packing, preparing, inventorying or derigging food and or gear, caching water, and or driving transport vehicles.

Compensation & Benefits:

Boojum pays for entrance fees, food and lodging in addition to a contracted amount for program staff. The contracted amount is based on experience level and field staff are eligible to advance their pay level based on their experience. Positions with more responsibility (Course Director, Climbing Site Manager, etc...) have a correspondingly higher daily rate. A starting instructor can make \$456 to \$564 for a five day program with one day of staff prep. A well seasoned Course Director can make up to \$1200 for the same program with the additional days of pre-course prep and derig at the base.

All Staff Training at the Boojum house



Staff housing is available for out-of-area staff between courses at our base in Anza. We have a furnished house with a full kitchen, bathroom, living room, laundry facilities, staff storage area, slackline, horseshoes, foosball table, hang board, tread wall, fruit trees and grapevines, and if all the beds are full or you just want to sleep outside, there are five acres to set up a tent. Boojum offers an

extensive professional purchase program where staff may acquire outdoor equipment at a steeply discounted cost.

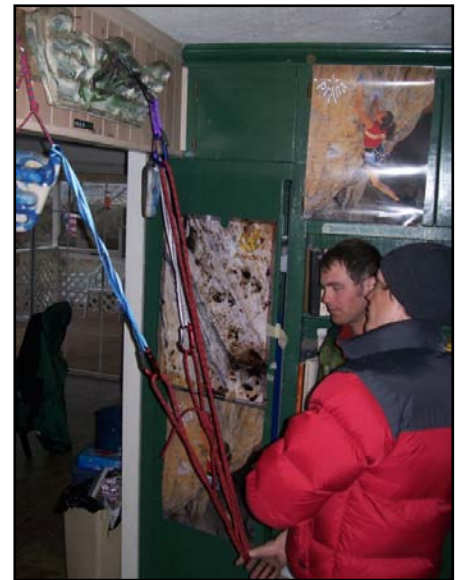
Course Directors and Commissary Directors travel to course areas in Boojum vehicles. Other field staff provide their own transportation to and from course areas, and can be reimbursed partially for carpooling with 2 additional staff members.

How to apply:

If you are interested in a field staff position at the Boojum Institute, we would love to hear from you. To apply, please submit your cover letter with either your resume (backcountry resume/trip log also preferred) and contact information for 3 references OR the application available at www.boojum.org/field_staff.html.

Important dates:

Our primary field seasons are the fall and spring. Fall season typically starts with staff training in mid to late August; courses run August through early November. The spring season starts with staff training in late February or early March; the season ends at the beginning of June. We have limited summer opportunities for employment. We accept applications on a rolling basis. The fall hiring begins in April and spring hiring begins in November.



Impromptu anchor building lesson at the Boojum house

Thanks for your interest in the Boojum Institute. We look forward to hearing from you!