adventure risk challenge

developing youth literacy and leadership

2027 Summer Instructor

WHO WE ARE Since 2004, ARC has facilitated relationship-centered literacy and leadership development programming, using the outdoors as our classroom. We offer a multi-year progression that provides opportunities for rural and low-income high school students in the Tahoe/Truckee and Central Valley regions to grow to be more deeply engaged learners, leaders, and community members. Our summer programs provide opportunities for students to deeply engage in our four pillars: literacy, leadership, community, and outdoors. Explore what our students have to say by watching "In Our Own Words" or reading our newest Year in Review book.

ABOUT THE ROLE Bring your full self and be a part of an intentional, experienced, and passionate team! This is a full-time, seasonal position based near Tahoe City, California. Instructors deliver one Immersive Course (34 days) or two Stepping Stone Courses (11 days). All courses utilize our unique integrated curricula designed around the goals of student self-discovery and self-empowerment. Courses include wilderness experiences (*4-8 day backpacking trips, rock climbing, and/or whitewater rafting*) interwoven with time at our basecamp (*for English and science classes, writing workshops, and community conversations*). We have a required 10-day paid All Staff Training to start the season. This position is ideal for someone who loves working with high school students and shares our commitment to diversifying the outdoors.

We are hiring Instructors for the following courses and dates in **North Lake Tahoe, California**:

Required Paid All Staff Training:

June 7-16

Immersive Course Dates (34-day course)**:**

Prep: June 19-21, 27

Course: June 28 - July 31

Post: August 1, 2, 3

Stepping Stone Courses (two 11-day courses):

SSA: Prep: June 19-20, 22, Course: June 23-July 3, Post: July 4

SSB: Prep: July 7, Course: July 8-18, Post: July 19-20

COMPENSATION Instructors are paid $160 per day and can expect an increase of $5 per day for each returning summer. Extensive paid training is provided. Shared housing in an individual tent at our basecamp is provided. Meals are provided during summer courses and training. Immersive Course Instructors can expect up to 4 days off during their course and Stepping Stone Instructors will have 1 day off during each course. Instructors also gain access to our Outdoor Leadership Fund (details below).

INSTRUCTORS ARE RESPONSIBLE FOR

- Creating a safe, open, and inclusive culture for students and staff
- Working collaboratively with 3–4 teammates to lead a cohort of up to 12 high school students
- Following rigorous daily schedules leading backpacking and basecamp programming
- Teaching backcountry skills, including but not limited to:
  - Backcountry Living: expedition preparation, navigation, hiking technique, camp setup, and cooking
  - Wilderness Risk Management: first aid, judgement, decision making, terrain management, and self/group care

- Teaching pre-planned lessons from ARC's academic curriculum, including but not limited to
  - Writing: guide students through the writing process and prepare students for our public speaking event
  - Environmental Science: teach observation-based lessons and impart sense of place
  - Community Conversations: facilitate our identity and leadership development progression
- Consistently role modeling appropriate vulnerability, teamwork, and self-care
- Managing student safety in all course environments and following all risk management protocols
- Driving students in SUVs between course areas

OUR IDEAL INSTRUCTOR HAS

- Commitment to social justice, equity, diversity, and inclusion
- Experience backpacking, leading wilderness programs, and managing outdoor risk
- Experience teaching or mentoring in any setting
- Strong interpersonal skills to connect effectively with high school-aged youth and community members
- Self-awareness to responsibly facilitate conversations about identity in demographically mixed groups
- Proven ability to maintain high energy and a positive mental attitude with little to no time off and limited personal space
- Strong organizational skills and attention to detail
- Experience being flexible and adaptable under changing circumstances
- Experience working effectively in a team and independently
- Additional Qualifications:
  - Wilderness First Responder and CPR certifications (required; must be completed by June 2026)
  - Bilingual proficiency in Spanish and English (preferred but not required)
  - 21 and older (preferred but not required)
  - Vehicle recommended for personal use (preferred but not required)

OUTDOOR LEADERSHIP FUND ARC's Outdoor Leadership Fund (OLF) increases access to outdoor education work for staff from historically underrepresented communities in the industry. OLF can be used to cover part or all of the cost of required trainings, certifications, and/or gear. Most funding granted ranges from $100-$1,000 and will be awarded after a position is offered and accepted. Applying for funding will not affect your application. Employment at ARC may also qualify instructors for pro-deals with outdoor gear companies.

EQUITY and INCLUSION STATEMENT ARC recognizes that injustice exists in all aspects of society. Our programs aim to eliminate barriers and create pathways for youth to achieve academic success, access outdoor spaces, and exercise. ARC is dedicated to actively implementing organizational practices that promote equity, diversity, and inclusion. If you are excited about this job description, we encourage you to apply even if you don't feel you meet every requirement. We're eager to receive applications from people who will contribute to our team in a variety of ways - not just candidates who check all of the boxes. Candidates who are from communities underrepresented in the outdoor education field are especially encouraged to apply.

TO APPLY Please complete this form to apply. If you have any issues with this form, please email your resume, a cover letter explaining your interest in this position and why you would be a great addition to our team, and contact information for two references to Mel Hoffman at mel@adventureriskchallenge.org. Our priority deadline is December 2. After that date, applications will be reviewed on a rolling basis until positions are filled.