



Instructor Position Description

Inspiring Girls Expeditions Alaska seeks women and gender expansive individuals with professional backgrounds in river guiding to instruct our [Girls in the Forest](#) expedition. Our expeditions are unique, tuition-free, 12-day programs for teenage girls* that emphasize curiosity, creativity, and exploration in remote environments.

We are committed to building a culturally diverse community and strongly encourage candidates who identify as Black, Indigenous, persons of color, queer, LGBTQ+, and/or gender-expansive candidates to apply. (*<https://www.inspiringgirls.org/diversity-inclusion>).

Organization & Program Overview

Inspiring Girls Expeditions empowers young women to lead and succeed through science, art, and wilderness exploration. We are a collaborative, multi-institutional partnership headquartered at Oregon State University with branches at the University of Alaska Fairbanks, and the University of Colorado Boulder, as well as international branches in Canada, Switzerland, Austria, Central Asia, and New Zealand.

During each 12-day expedition, nine participants explore the intersection of scientific and artistic inquiry and wilderness travel, supported by an instructor team of professional scientists, artists, and guides. In small groups, the participants design and conduct scientific projects which they present to the public at the end of their expedition.

More information about Inspiring Girls and our expedition philosophy can be found here: <https://www.inspiringgirls.org/who-we-are/>

Position Description

We are seeking a packraft guide instructor for our 2022 Girls in the Forest expedition. First and foremost, we are looking for individuals who are excited about integrating science, art, and outdoor skills in a backcountry setting. One of the primary goals for our expeditions is to foster self-confidence in participants' physical, intellectual, social, and leadership abilities while creating lifelong advocates for Earth science and wilderness stewardship. To facilitate this process, instructors participate in team selection, instructor training workshops, curriculum planning, and expedition delivery.

Our program is time intensive in both planning and execution, and as such we offer opportunities for both paid and unpaid professional development. Unpaid training includes monthly online meetings with all Inspiring Girls program staff, instructors, and community members. This unpaid



time is optional, but can be beneficial in learning the philosophy and structure of Inspiring Girls. Through these meetings, we strive to build a community and support network for early-career scientists, artists, and guides through continuing development opportunities and collaboration.

Responsibilities

Girls in the Forest is scheduled for July 31 - August 11, 2022, with approximate contract dates (including prep and clean-up) of July 25 - August 13, 2022.

Instructor teams are typically made up of 3-4 instructors and one onsite coordinator. Instructor teams are responsible for planning and leading the expedition, as well as completing post-expedition clean-up. The bulk of the instructor's duties take place during the summer contract; however, some spring planning is required. Descriptions of the instructor's responsibilities are outlined below:

<p>March - May 2 hrs/wk (24 hrs)</p>	<ul style="list-style-type: none"> ● Participate in the applicant review and team selection process in mid-March; work with co-instructors to develop participant team and alternates lists. ● Meet regularly (minimum once per month) with co-instructors, and Program Director and/or Coordinator when necessary, to plan the 2022 expedition based on existing curriculum and logistics plans, including: <ul style="list-style-type: none"> ○ Scouting trip itinerary ○ Expedition itinerary and menu ○ Participant learning objectives ○ Curriculum scope and sequence ○ Reviewing participant enrollment paperwork (application, health history, gear requests, travel information, etc) ● Participate in instructor training, format TBD
<p>Expedition Prep 6-8 days (60-80 hrs)</p>	<ul style="list-style-type: none"> ● Participate in a minimum two-day expedition scouting and skills development trip with co-instructors at expedition site during the week before program ● Arrive at expedition launch site with sufficient time to pack food and gear, finalize logistics, and prepare for participant arrival (typically 3-5 days) ● Assist onsite coordinator (/intern) with planning, purchasing, and packing food and equipment for the expedition
<p>Expedition 12 days (120 hrs)</p>	<ul style="list-style-type: none"> ● Instruct one 12-day expedition (8 days in backcountry, 4 days in front country). We acknowledge that while we estimate expedition days as 10 hr days, this does not capture the reality that instructors are on-duty 24/7 while



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	in the backcountry.
Expedition Clean Up 1.5-3 days (12-24 hrs)	<ul style="list-style-type: none"> ● Remain at expedition's end site with sufficient time to complete the following: <ul style="list-style-type: none"> ○ Clean, organize, inventory, and store equipment for next expedition or season ○ Debrief expedition with instructor team, program coordinator, and program director ○ Complete remaining paperwork (incident reports, etc)
Post Expedition Up to one year after expedition ends, approximately 6 hours	<ul style="list-style-type: none"> ● Act as a mentor and/or reference for team participants post-expedition ● With co-instructors, plan and host at least one virtual reunion with expedition team in the 12 months following the expedition ● Participate in Inspiring Girls' online alumni network through least one of the following: <ul style="list-style-type: none"> ○ Attend monthly Virtual Cafe events ○ Post relevant job, volunteer, skill development, or conference/event opportunities ○ Interact with your team members
222 to 254	ESTIMATED TOTAL HOURS

Minimum & Preferred Qualifications

We encourage ALL interested individuals who meet the minimum qualifications to apply, though we give preference to applicants who meet some or all of the preferred qualifications. If you meet the minimum qualifications and need further training and/or experience in one of the described skill areas, we may have funds available to support our instructors' development.

Minimum Qualifications

For all instructors:

- Effectively work with colleagues and participants of different identities and backgrounds, celebrate diversity, and demonstrate cultural humility
- Live, work, and maintain a positive team attitude in an outdoor environment for two weeks, including in adverse weather conditions
- Participate in moderate to vigorous physical activity; able to lift and carry heavy objects over awkward terrain
- Possess sufficient technical skills to travel safely (unguided, with friends or colleagues of equal or lesser technical skill) via the expedition's mode of travel (i.e., mountaineering, rock climbing, sea kayaking, or packrafting)



- Demonstrate effective communication, facilitation, and conflict resolution skills
- Possess or be able to obtain a Wilderness First Responder certification prior to the expedition; please see statement above about development opportunities if you need support in obtaining this certification
- Must be eligible to work in the United States
- Pass a criminal background check
- Age 21+

For packrafting guide instructors:

- Professional experience as a lead guide for groups on river excursions in rafts and/or packrafts

Preferred Qualifications

- Knowledge of the Inspiring Girls Expeditions philosophy and/or experience within the Inspiring Girls community (i.e. expedition volunteer)
- Experience working with scientific teams
- Experience working with youth, including coaching, teaching, guiding, working as a camp counselor, or taking a leadership role in volunteer work with youth
- Skills or training in trauma-informed pedagogy, behavioral first aid, or other mental wellness support (i.e. Mental Health First Aid Certification)
- Experience working in interdisciplinary environments

Compensation

Salary is \$3600-4500 DOE. Lead instructors (one per expedition; typically instructors with previous experience working for Inspiring Girls) may receive an additional pay bump for a salary of up to \$5000.

We often hire graduate students and/or post-doctoral researchers and many of our expeditions are supported partially or in full as broader impacts within National Science Foundation (NSF) or National Aeronautics and Space Administration (NASA) research awards. Note that our salary is not intended to supplement a normal summer research grant salary. Please contact us for more information about how we compensate for work in these cases, how it can be integrated into the broader impacts of your grant, and/or if you have questions about our pay scale.

Benefits

- Workers compensation and liability are covered, but you are responsible for your own health insurance.



- Significant professional development opportunities are part of our training included in the job. Specifically, skill building includes: scientific teaching, curriculum development, leadership, mentoring, JEDI (Justice, Equity, Diversity & Inclusion) learning, field logistics, risk management, wilderness technical skills, and other skills such as proposal/grant writing and fundraising depending on interest/availability.
- Inclusion in the peer mentoring network across the Inspiring Girls leadership community, a global network of professionals dedicated to improving access to science, art, and the outdoors.

How to Apply

In the first stage, we collect applications for instructor positions through [Google Forms](#). The form includes fields to submit your CV and two-page (maximum) statement of interest detailing **how you meet the minimum qualifications** relevant to the instructor position for which you are applying. As an applicant for a guide instructor position, we also ask you to submit an Experience Log that details your experience as lead guide in your field. There is no single right way to compile an Experience Log; we recommend looking at Colorado Outward Bound School's [template](#) as an example (scroll to the bottom of the page).

As mentioned above, if you meet the minimum qualifications but need to bolster skills in a particular area, please indicate in your application if you would like to be considered for a professional development scholarship for training relevant to your expedition of choice (e.g. WFR/WFRR, ACA/mountaineering/swiftwater rescue/technical skills course, intensive JEDI workshop, behavioral first aid course, etc). Provide information on possible dates/costs for the training.

Finalists after this first stage will additionally be asked to complete paperwork in order to be hired through the University of Alaska Fairbanks.

This position is open until filled.