

EMPLOYMENT OPPORTUNITY

North Cascades Institute *Youth Leadership Internship*

SUMMARY

North Cascades Institute (NCI) is seeking individuals who enjoy working outside and share our commitment to our mission of inspiring environmental stewardship through transformative learning experiences in nature. Through this field-based opportunity, Youth Leadership Interns will develop their environmental education and outdoor leadership skills while working alongside staff to lead two 8 day and one 12-day [Youth Leadership Adventures](#) (YLA) courses. Interns will attend all YLA trainings, participate in course preparation, assist with program development, and support other North Cascades Institute programs as available. Interns will receive consistent mentorship while learning about the natural and cultural history of the region, practicing their teaching skills, and guiding students in creating an inclusive environment that celebrates diverse life experiences and perspectives. This position is designed to provide job training as well as the practical application of learned skills.

This position runs from the week of June 9-August 29, 2020. The start date may be flexible during the week of June 9th depending on the candidate's school schedule. There are two Youth Leadership Internship positions available. NCI seeks to hire interns who have had professional and lived experiences similar to those of our student population.

YLA offers high school students introductory backcountry experiences through 8 and 12-day field-based leadership courses in the North Cascades. Our program prioritizes youth who have experienced historical or systemic barriers to accessing the outdoors. This includes students from a diversity of backgrounds and identities such as people of color, LGBTQ+ individuals, English Language Learners, students from low income backgrounds, students from rural and urban communities, and recent immigrants. Courses incorporate backpacking, canoeing and service work as well as curriculum in natural and cultural history, climate change, stewardship, outdoor skills and leadership. For more information about YLA and other North Cascades Institute programs, visit www.ncascades.org/youth.

POSITION LOCATION

Youth Leadership Instructors will work at the North Cascades Environmental Learning Center, and in the field while leading backcountry camping and backpacking courses. The [Learning Center](#) is located in the heart of the North Cascades National Park near Diablo, WA, and serves as a hub for a small network of trails along the shores of Diablo Lake. This region of North America has been visited by native tribes for over 9,000 years and continues to be a meaningful location for thousands of visitors each year. Opened in 2005, the Learning Center is a collaboration between North Cascades Institute, the National Park Service, and Seattle City Light, the public utility that owns and operates the hydroelectric project that includes Diablo Lake, and provides electricity to the residents of Seattle. The Learning Center is approximately

20 miles from the nearest gas station and post office, and 60 miles from towns with full amenities.

COMMITMENT TO MISSION AND VALUES

Successful candidates will have a commitment to the mission of North Cascades Institute and the organization's effort to promote diversity, equity and inclusion throughout the Institute's culture, work and partnering relationships to ensure that the Institute and its programs are welcoming, relevant and accessible.

RESPONSIBILITIES

Program Support (70%):

- Assist staff in leading, teaching and supervising groups of 9 high school students during two 8-day and one 12-day backpacking and/or canoe-camping courses
- Teach students skills necessary to travel and take care of themselves in the backcountry
- Shadow instructors in lesson planning and teaching. As interns gain confidence, experience, and mentorship from instructors over the course of the season, they have the opportunity to teach lessons in natural and cultural history, climate change, stewardship, outdoor skills, leadership, communication, and community that are inclusive of a variety of perspectives
- Create a safe learning environment for youth and adults with positive reinforcement, role-modeling and cultural sensitivity
- Provide clear, effective and timely communication with co-instructors, supervisor and other staff
- Assist co-instructors in facilitating service projects with personnel from partnering agencies
- Assist with 1-2 other ELC based programs, as available, such as Base Camp or Family Getaways

Program Development (25%):

- Attend all trainings, trip preparations and debrief meetings. Pre-season training topics will include backcountry skills, group facilitation techniques, risk management, Equity, Diversity, and Inclusion topics, curriculum, program logistics, and more
- Work with instructors to complete all pre- and post-trip duties, including but not limited to contacting students, compiling paperwork, completing incident reports, food planning and gear preparation and repair
- With support of supervisor, research, develop, and implement a lesson that supplements program curricula
- Design and complete an independent project with support and mentorship from North Cascades community members
- Contribute to the North Cascades Institute Chattermarks blog and social media pages

Administration (5%):

- Complete necessary reports and written outputs for program including co-leader feedback, camp notes and student progress reports

- Other duties, as assigned.

QUALIFICATIONS:

Required:

- Interest/experience in working with adolescents
- Ability to hike up to 10 miles a day with a 40-50 lb backpack
- Must be at least 18 years old as of June 10, 2020
- Must be enrolled in an accredited undergraduate college or university
- Must have received a high school diploma, GED, or similar certification a minimum of one year ago as of July 1, 2020
- Completion of one year of college level coursework, including some coursework in earth sciences, outdoor education, environmental education, education, and/or related fields
- Availability to complete a Wilderness First Aid Certification before the start of the internship. North Cascades Institute will cover the cost of a Wilderness First Aid training (2-day course)
- Ability to complete the full term of the internship

Successful candidates will be willing to live in a remote area, be able to lead others while traveling in the backcountry, and will need to complete a criminal history disclosure and background check.

Preferred:

- Alumni of [Youth Leadership Adventures](#) or similar outdoor leadership program (i.e. Student Conservation Association, YMCA BOLD/GOLD, or other outdoor leadership program)
- Experience working and/or traveling in the backcountry
- Desire to pursue a career in environmental/outdoor education, environmental science, or a conservation field

PROFESSIONAL DEVELOPMENT OPPORTUNITY:

- Receive continuous mentorship from professional teaching staff
- Gain field-based teaching experience by working directly with high school students
- Participate in content specific trainings by staff and experts in the field
- Develop and practice risk management skills
- Learn wilderness medicine skills through the Wilderness First Aid Training

STIPEND, HOUSING, AND MEALS:

Interns will receive a prorated \$400 stipend per month for June, July and August. A \$1250 bonus will also be received after full completion of the internship duration. Shared housing at the North Cascades Environmental Learning Center (ELC) or in the neighboring town of Marblemount will be provided, free of cost, for the entirety of the internship. Meals are provided on courses and when programs are in session at the ELC. Interns are responsible for their own health insurance and personal transportation (both strongly recommended). The cost of a

Wilderness First Aid training will be covered by North Cascades Institute as additional compensation.

INTERNSHIP DATES:

Wilderness First Aid Course: 2-3 days in May or June, before start date (course dates and location determined by candidate and Youth Leadership Coordinator upon appointment)

Job Duration: Week of June 9th - August 29th, 2020

To Apply

Please apply on our website at: <http://ncascades.atsondemand.com/>. Complete the online application and upload a cover letter and resume. Applications are due April 10th.

Equal Opportunity Employer

Recruiting and retaining a diverse workforce is a high priority at North Cascades Institute. The Institute does not discriminate on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, sexual orientation, physical or mental disability, military, genetic information, ancestry, marital status, age, citizenship or any other basis prohibited by law in any of its policies or programs.

About North Cascades Institute

The Institute's mission is to inspire environmental stewardship through transformative learning experiences in nature. Since 1986, we have helped connect people, nature and community through science, art, literature and the hands-on study of natural and cultural history. Our goal is to help people of all ages and backgrounds experience and enjoy the mountains, rivers, forests, people and wildlife of the Pacific Northwest – so all will care for and protect this special place.

North Cascades Institute (www.ncascades.org) is a respected leader among U.S. environmental education organizations, and we believe that sustainable communities are built on healthy environments, vibrant economies and social equity. The Institute is in sound financial health with a \$4 million budget and strong reserves, and 15 four-star ratings with Charity Navigator for sound fiscal management and commitment to accountability and transparency.