

## **KANUGA CONFERENCES INC.**

*Trailblazer Field Director*

January 2010

**Overview:** Trailblazer Adventures is an intense leadership backpacking and adventure experience for campers 15-17 years old. There are two options for a Trailblazer camper: the Traditional adventure or the Pack and Paddle adventure. The Traditional adventure is based around an eight-day, 44-mile backpacking trip on a section of the Appalachian Trail. The Pack and Paddle adventure is split between four days of canoeing and four days of backpacking along the Appalachian Trail. Both experiences also include rock climbing and whitewater rafting. Because the program operates at Meg's Outpost and along the Appalachian Trail, the Field Director fills the role of support for the program's staff and participants with regards to emergency response and ration resupply and also acts as a resource for skills and knowledge pertaining to all aspects of the program. The Field Director's presence and support must be felt continuously throughout the program, serving as its primary role model and demonstrating ways to find joy in wilderness camping, a sound Leave No Trace ethic and guidance in building a constructive community on and off the trail.

### **Trailblazer Adventures Goals**

- Give each participant an opportunity to grow physically, mentally and spiritually through the completion of a rigorous and challenging experience
- Emphasize building self-esteem through personal challenges
- Experience teamwork, gain an increased environmental awareness and learn to live more simply on the earth
- Build such qualities as independence, leadership and self-reliance

**Accountability:** The Field Director reports directly to the Trailblazer Adventures Director. In addition, the Field Director may receive oversight and guidance by the Director of Camp Kanuga.

### **Principal Responsibilities:**

1. Scout and learn the trail route. Identify campsite locations, evacuation possibilities, resupply/start/finish locations, potential hazards, etc.
2. Serve as one of the Trailblazer Adventures senior leaders, providing an example for staff and campers in line with the program's vision and values.
3. Assist the Trailblazer Adventures Director with recruiting and hiring of Trailblazer staff (based on start date of position)
4. Work with the Trailblazer Adventures Director in planning and leading portions of staff training.
5. Develop those skills necessary for effective management and leadership by observation and progressive assumption of responsibilities.
6. Assist with participant interviews for acceptance into the program (based on start date of position).

7. Plan and lead Camp Kanuga’s overnight Ridge Runner program during each session of camp.
8. Implement feedback systems to measure effectiveness of Trailblazer staff and operations. Prepare a summary of the summer’s results, identifying ways to improve the following year’s camping program.
9. Be on-call/on-duty to respond to trail groups’ needs.
10. Evaluate staff performance after observation in camp and in the field.
11. Support and promote Kanuga’s other camping and outdoor education programs.

**Qualifications**

Experience	Skills	Knowledge	Attributes
Demonstrated success in: <ul style="list-style-type: none"> <li>▪ Teaching teenagers</li> <li>▪ Leading staff training events</li> <li>▪ Effective communication</li> <li>▪ Backcountry backpacking and outdoor/adventure programming</li> </ul>	Demonstrated ability to: <ul style="list-style-type: none"> <li>▪ Work effectively with different ages and skill levels</li> <li>▪ Plan and organize complex tasks</li> <li>▪ Communicate effectively in person and in writing</li> <li>▪ Delegate complex tasks to staff with little/no work experience</li> <li>▪ Give feedback/stimulate continuous improvement</li> <li>▪ Influence others by example</li> </ul>	Demonstrated understanding of: <ul style="list-style-type: none"> <li>▪ Camp administration</li> <li>▪ Health and safety</li> <li>▪ Child development</li> <li>▪ Marketing and sales</li> <li>▪ Basic beliefs and operation of the Episcopal Church</li> <li>▪ Adventure education</li> </ul>	<ul style="list-style-type: none"> <li>▪ At least 21 years old</li> <li>▪ Bachelors degree or working towards a degree</li> <li>▪ Current WFR certification</li> <li>▪ At least a cumulative 20 trail days spent leading similar age groups</li> </ul>

**Measurement of Effectiveness:** The Field Director’s effectiveness will be assessed at the end of each session by the Trailblazer Adventures Director using two measures:

1. **External Feedback** will be solicited from campers, parents and vendors to determine how well Trailblazers met their expectations and the value realized from a relationship with Trailblazers.
2. **Internal Feedback** will be solicited from the Field Director’s Kanuga peers and colleagues, as well as camping staff to determine levels of staff satisfaction as well as assessing the degree to which the Field Director helps others meet their goals while pursuing Kanuga’s objectives and strategies.