

# POSITION ANNOUNCEMENT



## HIGH ALPINE FIELD INSTRUCTOR (HIFI)

2 full-time, seasonal positions available (possibly more depending upon project funding)

Announcement Date: December 5, 2019

Application Deadline: Applications will be accepted on a rolling basis until positions have been filled. Interviews of well-qualified applicants are anticipated to begin in late January/early February 2020.

Job Location: The RMFI office is based in Colorado Springs, Colorado. RMFI project sites are located in the Pikes Peak Region. However, the HIFI will work primarily in the Sangre de Cristo Mountain Range in Southern Colorado during the summer season.

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*The Rocky Mountain Field Institute (RMFI) is a nonprofit environmental stewardship organization working to protect and conserve public lands in Southern Colorado through volunteer-based trail and restoration projects, environmental education, and restoration research. For more information, please visit [www.rmfi.org](http://www.rmfi.org).*

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*Do you love working in the backcountry? Do you love Colorado's 14,000-foot peaks? This is an exciting opportunity to join the RMFI team. This position will work on the Kit Carson Peak-Challenger Point Trail Improvement Project in the Sangre de Cristo Mountain Range, leading youth corps crews and college students in completing a very technical backcountry, high-alpine trail project.*

### POSITION SUMMARY:

The High Alpine Field Instructor (HIFI) works under the supervision of RMFI Program Managers and RMFI Field Coordinators. The HIFI aids in the planning and implementation of RMFI's trail, restoration, and education field programs. The HIFI will be a primary member of the field staff working the Kit Carson Peak-Challenger Point Trail Improvement Project. This is a multi-year project in partnership with the U.S. Forest Service to reconstruct the summit trail to Kit Carson Peak and Challenger Point in the Sangre de Cristo Wilderness. This project requires stays of up to 21 days in the backcountry, completing highly technical trail construction and restoration projects at elevations up to 14,000 feet. RMFI works in partnership with youth corps and college students to complete project objectives. In particular, the HIFI will be expected to work in partnership with program staff to run RMFI's undergraduate field studies course, Earth Corps, as well as providing supervision to youth corps crews from the Southwest Conservation Corps.

The HIFI may also be asked to assist RMFI with completing objectives for other single and multi-day field projects, in addition to the Kit Carson project. This may include instructing volunteers (including school-age children) in trail and restoration techniques; assisting with the oversight of tool, equipment, and food logistics in the field; and assisting with the maintenance of project work logs. The HIFI works with fellow Field Instructors, Field Coordinators, and senior program staff to ensure quality work standards, the highest degree of safety, and an enjoyable experience for all RMFI program participants.

### **ESSENTIAL DUTIES and RESPONSIBILITIES:**

- Supervise youth corps crews, college students, and volunteers in the completion of the Kit Carson-Challenger Point Trail Improvement Project.
- Serve as a member of a stewardship work crew during project days that do not include volunteers. The proportion of days with and without volunteers is variable.
- Instruct and manage volunteers, students, and other program participants in trail and restoration techniques, field safety, and project objectives.
- Assist with the management of field work days by providing project orientation to participants, properly estimating volunteer and staff requirements, completing work in a timely and efficient manner, and ensuring safety at all times.
- Assist with the management of program safety in the field by ensuring the RMFI Safety Policy and Job Hazard Analysis (JHA) is followed at all times.
- Assist with the management of tool, equipment, and food logistics in the field.
- Participate in pre-and post-project activities including briefings, evaluations, and trainings.
- Document work completed, including photographs and detailed work logs.
- Assist in training new field staff and interns.
- Assist in promoting and conducting outreach for RMFI programs.
- Assist in implementing environmental education curriculum on select programs.
- Participate in staff trainings and develop new skills and techniques as necessitated by projects.
- Provide clear, effective, and timely communication with the Program Manager, Field Coordinators, and additional staff.

### **REQUIRED SKILLS and ABILITIES:**

- Strong conservation ethic and passion for public lands stewardship.
- Must have a valid driver's license and good driving record.
- Ability to participate in vigorous physical activity for extended periods of time at altitudes up to 14,000 feet.
- Ability to lift and move a minimum of 40 pounds.
- Current Wilderness First Responder certification.
- Trail building and maintenance, including strong rockwork experience.
- Natural area restoration including social trail closure, erosion mitigation, post-wildland fire restoration, and invasive species control. High alpine restoration experience is preferred.
- Experience working with rigging equipment such as griphoists, highlines, and bear hangs.
- Experience working with mule and/or llama pack strings.
- Proficiency in traveling and living in mountain backcountry environments.
- Bachelor's degree in Environmental Science, Natural Resource Management, Geography, or related field (preferred).
- Must pass a pre-employment background check.

### **PREFERRED LEADERSHIP EXPERIENCE:**

- Experience supervising youth conservation corps, AmeriCorps, or other volunteer groups in an outdoor setting.
- Experience in environmental education, volunteer stewardship, outdoor guiding, or related industry preferred.
- Ability to work safely in sometimes-stressful conditions.
- Self-starter who demonstrates the ability to take initiative, set goals, and achieve them both independently and cooperatively as a team member.
- Ability to respectfully work with a variety of volunteers and students of varying ages and abilities to effectively accomplish project goals. Excellent people skills, a sense of humor, and a positive attitude are a must!
- Ability to solve problems quickly and independently.
- Ability to prioritize and work on multiple projects simultaneously.

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### **WORK SCHEDULE:**

The HIFI should expect work on the Kit Carson Peak-Challenger Ridge Trail Improvement Project to commence on or around June 26, 2020. She or he should expect a variety of scheduling throughout the summer field season, but multiple hitches between 9 and 18 days are to be expected. The Kit Carson project concludes on or around September 9, 2020. Though this position is primarily for the Kit Carson project, there is potential of work on other projects prior to and/or after the Kit Carson project, until early-November. Interested applicants may apply for the entirety of the field season that runs from late March through early-November, 2020.

### **WAGES and BENEFITS:**

The High Alpine Field Instructor position is paid hourly. Pay is consistent with industry standards and will be determined based on experience (anticipated hourly wage between \$15-\$18/hour depending on experience and qualifications). For overnight programs, the HIFI will be paid a day rate and food and field supplies are provided. Benefits include discounts on outdoor gear and equipment. Employees meeting certain tenure requirements are eligible to participate in RMFI's SIMPLE IRA retirement plan, including employer contributions of up to 3% to match the employee's contributions to the plan. Travel with a personal vehicle, if required, is reimbursed at the federal rate.

### **TO APPLY:**

1. Complete the RMFI Employment Application by visiting [this webpage](#).
2. Send cover letter to [jobs@rmfi.org](mailto:jobs@rmfi.org) with "RMFI High Alpine Field Instructor\_YourName" in the subject line.
3. The successful candidate will be required to complete and pass a pre-employment background check. RMFI will notify you of the steps involved in this process after an official hiring offer has been made.

Applications will be accepted on a rolling basis until all positions are filled. Interviews of well-qualified applicants are anticipated to begin in late January/early February 2020.

*The Rocky Mountain Field Institute is committed to a policy of equal treatment and opportunity in every aspect of its relations with staff members and prospective employees, and will not discriminate against applicants for employment because of race, creed, color, national origin, age, disability, marital status, sex, or sexual orientation.*