

LEADER LADDER			
Role	Minimum Qualifications	Responsibilities	Benefits
TRAINER	<ul style="list-style-type: none">• Same as TL• Teaching skills• Experience in a particular outdoor skill set	<ul style="list-style-type: none">• Facilitate training sessions• Observe current CO Leaders & design training courses based on needs• Design instructional trips• Must be able to train leaders (teaching how to teach)• Design curriculum for training trips	<ul style="list-style-type: none">• Same as TL• Opportunity to work on teaching skills• Opportunity to attend various risk management and professional development conferences
TRIP LEADER (TL)	<ul style="list-style-type: none">• Current WFR certification• Driver clearance• Professional experience• Clearance by program director• Assistant lead a minimum of 3 trips• See current guidelines for specific trips, i.e. rafting, sea kayaking, backpacking, available upon request	<ul style="list-style-type: none">• Practice Risk Management• Request trips in a timely manner• Driving• Run &/or coordinate PTM flow & details• Pull group gear and direct ALs/SCs on group gear specifics• Plan trip itinerary and curriculum• Coordinate post-trip debrief• Give critical feedback to help ALs/SCs grow as leaders• Post-trip care of <u>all gear</u> (per the Post-Trip Checklist in the Trip Binder)• Write the PTR with the Leader Team	<ul style="list-style-type: none">• Paid• Opportunity for pro-purchase benefits on a per-semester basis if you lead 4 trips that semester• Engages in feedback dialogue with Leader Team• Equipment borrowing for scout trips & personal skill development if you lead 2 trips that semester
ASSISTANT LEADER (AL) Advanced student in leadership program	<ul style="list-style-type: none">• Current WFR certification• Current Driver clearance• Understanding of CO logistics including the gear checkout database, trip files, PTM paperwork, and location of equipment in Sequoia• Participation on at least 3 trips since being involved as an SC• Clear understanding of responsibilities as an Assistant Leader	<ul style="list-style-type: none">• Practice Risk Management• Driving• Helping pull trip gear• Post-trip care of all gear• Leading opportunities in the field @ leader's discretion• Growing from critical feedback• Coaching the coordinator in the interest of developing own skills with feedback and SCs skills with leadership• Writing the PTR with the Leader Team• Helping to run PTM	<ul style="list-style-type: none">• Goes on trip for free• Opportunity for pro-purchase benefits on a per-semester basis if you assist on 4 trips that semester• Equipment borrowing for scout trips & personal skill development if you lead 2 trips that semester• Engages in feedback dialogue with Leader Team• Learn with experienced TL, master program logistics, practice teaching / mentoring with SC• Opportunity for leadership training trips
<div>TRIP SPECIALIST Environmental Educator Paddle Captain</div> <ul style="list-style-type: none">• Expertise in outdoor education and technically demanding trips	STUDENT COORDINATOR (SC) Beginning student working to move up Leader Ladder	<ul style="list-style-type: none">• Practice Risk Management• Participating in everything: Pre-Trip Meeting, pulling group and personal gear, post-trip debrief• Engaged in learning trip process from Leader Team• Be a safe and responsible role model for the participants• Read the PTRs from past trips of the same type	<ul style="list-style-type: none">• Go on trip for 1/2 price• Gain familiarity and earn credibility and trust within the program• Opportunity for leadership training trips• Engage in feedback dialogue with Leader Team
	PARTICIPANT	<ul style="list-style-type: none">• No previous experience required• Open to all applicants (SCs are chosen by round table)	<ul style="list-style-type: none">• The chance to decide if being a College Outdoors Leader is something you want to pursue.• First-hand knowledge from Trip Leaders about Leader Requirements and hiring process

College Outdoors (CO) acronyms: **TL** = Trip Leader, **AL** = Assistant Leader, **SC** = Student Coordinator **WFR** = Wilderness First Responder, **PTM** = Pre-Trip Meeting, **PTR** = Post-Trip Report

*** Please note: Leadership progression is an organic process . Since your progression may vary, this process is not easily reducible to a simple chart. Please use this chart as a guide and feel free to stop by the office with any questions ***