College Outdoors Leadership Trail Guide

### Role: Participant
- No experience needed!

### Role: Student Coordinator
- Complete a Trip Preference Form for the current semester
- Submit a Student Coordinator Application
- Commit to the College Outdoors Community Standards
- Bring your enthusiasm!
- Be respectful and inclusive of all participants
- Respond to trip offers and other communications from College Outdoors in a timely manner
- Practice Risk Management
- Participate in various aspects of a trip, at the discretion of the Trip Leader
- Engage in learning trip processes
- Be a safe and responsible role model
- Read the PTRs from recent trips
- College Outdoors pays 50% of the price for any trip on which you are asked to serve as an SC
- Invited to attend Student Coordinator training trips
- Learn more about how CO works and the role of leaders
- Mentorship from more experienced trip staff

### Role: Assistant Leader
- Complete a Trip Preference Form for the current semester
- Serve as an SC on 3 or more trips - OR - serve as an SC on 2 trips + 1 qualifying training trip
- Current WFR Certification (or better)
- Cleared to Drive - OR - complete Driver Safety Training (DST)
- Note: 2 or more drivers are required for most trips, so completing DST without getting driver clearance limits your opportunities
- Familiarity with CO Logistics:
  - WFR Certification
  - PTM paperwork
  - Binders and checklists
  - Equipment location in Sequoia Office
- Commit to the College Outdoors Community Standards
- Drive on trips: - OR - assist the driver (help with vehicle checks, ride-shuttle, stay alert)
- Help pack trip gear
- Help with post-trip checklist to completion
- Actively engage in goal setting and feedback, approach trips with a growth mindset
- Write the PTR with the leadership team
- Help run the PTM
- Lead in the field at the discretion of the TL
- Bring your enthusiasm!
- Be respectful and inclusive of all participants
- Respond to trip offers and other communications from College Outdoors in a timely manner
- Practice Risk Management
- Participate in all aspects of a trip, at the discretion of the TL
- Engage in learning trip processes
- Be a safe and responsible role model
- Read the PTRs from recent trips
- CD pays 100% of the price for any trip on which you are asked to serve as a TL
- Invited to attend leadership training trips
- Free equipment rental from Sequoia warehouse (eligible rental items only, other restrictions apply including that you must be an active member of the CO community)
- Opportunity to mentor Student Coordinators
- Opportunity to help lead Open House sessions
- Learn more about how CO works and the role of leaders
- Mentorship from more experienced trip staff
- Engage in feedback dialogue with the leadership team

### Role: Trip Leader
- Serve as a Trip Leader on 3 or more trips - OR - 2 trips + 1 qualifying training trip
- Current WFR Certification (or better)
- Cleared to Drive - OR - complete Driver Safety Training (DST)
- Note: 2 or more drivers are required for most trips, so completing DST without getting driver clearance limits your opportunities
- Have participated in at least one leadership training trip - OR - participated in an NDT training
- Be checked off by pro staff on the 10+3 Skills:
  - WFR Certification
  - Policy Articulation
  - Driver Cleared
  - Trailer Cleared
  - Navigation
  - Environmental Skills, including
    - Diversity, Equity, & Inclusion training
    - Bystander Intervention training
  - Rescue Skills
  - Camp Craft
  - Environmental Education
  - Professionalism
- Commit to the College Outdoors Community Standards
- Pay a stipend daily rate on trips with pay increases based on experience
- Hourly pay for eligible PTM and trip prep time (number of eligible hours varies by trip)
- Eligible for pro deals on gear purchase
- Your photo on the staff wall, and your profile on the CO website
- Invited to attend leadership training trips
- Free equipment rental from Sequoia warehouse (eligible rental items only, other restrictions apply including that you must be an active member of the CO community)
- Opportunity to mentor Assistant Leaders
- Opportunity to help lead Open House sessions
- Engage in feedback dialogue with the leadership team

### Role: Day Trip Leader
- Same as a Trip Leader EXCEPT:
- No TL hourly pay increase
- Stipend daily pay is a flat rate, not based on experience
- No TL hourly pay increase
- Not eligible to lead multi day trips, unless staffed as an AL or Trip Specialist

### Role: Trip Specialist
- Complete a Trip Preference Form for the current semester
- Posses a specific technical skill list needed for certain trips (Mushroom ID, Paddle Captain, Environmental Education, etc.)
- Lead the activity for which you are a specialist
- All regular responsibilities of your current role as a Student Coordinator or Assistant Leader
- Same as a Trip Leader

### Role: On-Campus Activity Leader
- May be at any stage on the Leader Ladder
- Complete a Trip Preference Form for the current semester
- Expertise in the activity you are leading
- Commit to the College Outdoors Community Standards
- Serve as the primary leader, responsible for all elements of planning, gathering equipment, and leading the activity
- Thoroughly complete all activity checklists
- Facilitate and actively engage in leadership team goal setting and feedback, approach trips with a growth mindset
- Write the PTR with the leadership team
- Bring your enthusiasm!
- Be respectful and inclusive of all participants
- Respond to trip offers and other communications from College Outdoors in a timely manner
- Practice Risk Management
- Be a safe and responsible role model
- Read the PTRs from recent trips
- Hourly pay for leading the activity

### Benefits
- Follow College Outdoors Policies
- Fun, friendships, and new experiences
- Opportunity to mentor Assistant Leaders
- Opportunity to mentor Student Coordinators
- Opportunity to help lead Open House sessions
- Free equipment rental from Sequoia warehouse (eligible rental items only, other restrictions apply including that you must be an active member of the CO community)
- Mentorship from more experienced trip staff
- Engage in feedback dialogue with the leadership team