



**OUTWARD BOUND  
CANADA**

# Instructor Recruitment

2022 SEASON



**WHY WORK HERE**  
compensation & impact

**NEED TO KNOW**  
overview & expectations

**APPLICATION**  
process & tips

# Working for OBC

## TYPE OF WORK + GENERAL EXPECTATIONS

### WHAT IS AN INSTRUCTOR?

Outward Bound Canada instructors are a unique group of people. A vast skill set is required to proficiently lead groups in backcountry travel, provide outdoor education, empower youth to develop leadership and emotional intelligence and provide emotional support. These are just some of the tasks instructors do! It is not the job of a guide, teacher, social worker or manager, but rather an undertaking that requires a comprehensive toolkit drawing from many areas of expertise.

When instructors are hired, their role is assigned based on previous experience and training.

#### **ASSISTANT INSTRUCTOR**

Build rapport with students and develop technical and facilitation skills.

#### **INSTRUCTOR**

Facilitate group processes and teach lessons.

#### **LEAD INSTRUCTOR**

Supervise the instructor team, ultimately responsible for risk management and overall course progression.



## CURRICULUM

Be prepared to facilitate discussions and teach lessons including but not limited to the following topics:

*Technical skills* - backcountry camping, packing, expedition planning, cooking, fire building, weather systems, knots, tarp and tent set up, reading terrain, navigation, Leave No Trace, natural history and skills related to course type.

*Interpersonal skills* - conflict resolution, giving and receiving feedback, self-reflection, leadership styles, power and privilege, nervous system regulation, resilience, social-emotional intelligence, decision making.



## HOW CONTRACTS WORK

Most instructors work on a contract basis, meaning they are employed for the length of a course (typically ranging from 1-30+ days). The number of courses an instructor works is based on staffing needs and instructor preferences - some instructors work one course a year, while some work back-to-back courses all season. Explore our [2022 programs](#) to discover the types of contracts available.



Instructors start work 2-3 days prior to student arrival to prep gear, food, lessons, and route plan.



In the field, instructors work together to teach lessons, plan activities, lead group travel, and support student needs.



Instructors wrap up a day after students leave, in order to clean and debrief.



Outside of working for OBC, instructors have many lifestyles and passions. Many work for other organizations in the outdoor industry as ski guides or in wilderness therapy, while others have full-time careers such as teachers or social workers. The possibilities are endless.



# Locations, Activities and Minimum Requirements

Please read the requirements; if you have any questions, please do not hesitate to contact us at [instructor\\_engagement@outwardbound.ca](mailto:instructor_engagement@outwardbound.ca).

- Legally able to work in Canada
- Clear vulnerable sector police check
- Wilderness First Responder (80hrs)
- Fully vaccinated against Covid-19

\*If you are initiating your outdoor career and don't have all or have a beginner level certification in the area and activity you want to work, still get in touch with us applying. We might be able to put you in a training position.

\*\*If you have considerable experience but not certifications, please apply, and we will assess it

Location	Operating Season	Activities	Minimum Certifications
WEST COAST	Spring to Fall	Sea Kayak	Sea Kayaking Guide Association of BC (SKGABC) Level 2
	Spring to Fall	Hike	No additional certification needed
	Spring to Fall	Ocean Canoe	Paddle Canada Coastal Canoeing Instructor
VANCOUVER	Spring to Fall	Hike	No additional certification needed
	Spring to Fall	Flatwater Canoe	Paddle Canada Lake Intro Instructor
	Winter	Snowshoe	No additional certification needed
ROCKY MOUNTAINS	Summer/Fall	Hike	Association of Canadian Mountain Guides certification is an asset
	Summer	Whitewater Canoe	Swiftwater Rescue Technician - L3, Paddle Canada Intermediate Moving Water Skills
	Winter	Snowshoe	Association of Canadian Mountain Guides Winter Certification
ONTARIO WILDERNESS	Summer	Whitewater Canoe	Swiftwater Rescue Technician - L3, Paddle Canada Wilderness Camping Instructor, Life Saving Bronze Cross is required and National Life Saving is an asset
	Spring/Summer	Flatwater Canoe	Paddle Canada Intermediate Lake skills OR Ontario Recreational Canoeing and Kayaking Association (ORCKA) Canoe Tripping 3, OR Paddle Canada - Wilderness Camping Instructor, Life Saving Bronze Cross is required and National Life Saving is an asset
	Winter	Snowshoe	No additional certification needed
TORONTO	Spring to Fall	High and Low Ropes	Advanced First Aid WAFA (40hrs) instead of WFR could be accepted
	Spring to Fall	Flatwater Canoe	WAFA (40hrs), Paddle Canada Lake Intro Instructor, Life Saving Society Bronze Cross
	Spring to Fall	Hike	WAFA (40hrs) instead of WFR could be accepted
EAST COAST	Late Winter/Spring	Hike	Outdoor Council of Canada Field Leader Hiking

# Applying as an Instructor

[CLICK HERE TO APPLY](#)

## TIPS FOR A STELLAR APPLICATION:

- **Emphasize life experiences**

What unique perspectives are you bringing? How will you inspire youth from diverse backgrounds? At OBC, we can help new instructors gain technical skills. Your lived experience and the personal growth you've derived from it is unteachable.

- **Include an accurate trip log**

While you don't need to have 100+ days in the field to be an instructor, sharing your outdoor and facilitation experience helps us understand your background and place you with effective co-instructors.

- **Well written application**

This job requires written documentation, which is a legal responsibility. Show us you have this skill.



[Click here to meet your future co-instructors!](#)

- **Indicate relevant interests**

If you identify as part of an affinity group and want to work on those courses, please let us know (ex: 2SLGBTQ+, Indigenous or BIPOC). Similarly, if you have a particular passion or area of expertise, we want to hear about it!

- **Format documentation as requested**

Upload your cover letter, resume, and trip log as one pdf document.

QUESTIONS? CONTACT [INSTRUCTOR\\_ENGAGEMENT@OUTWARDBOUND.CA](mailto:INSTRUCTOR_ENGAGEMENT@OUTWARDBOUND.CA)

