



Heart Lake Program Center
1002 Adirondack Loj Road
Lake Placid, NY
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WILDERNESS TRIP LEADER

ADK (Adirondack Mountain Club) works to protect New York State wild lands and waters by promoting responsible outdoor recreation and building a statewide constituency of land stewardship advocates. Since 1922, the organization has worked to increase access to the backcountry by building trails, conserving natural areas, and developing a stewardship community that supports the ethical and safe use of New York's outdoor spaces. A member, donor, and volunteer-supported organization, ADK reaches across New York through its 25 chapters to inspire people to enjoy the outdoors ethically.

POSITION SUMMARY

ADK seeks an enthusiastic individual to spend four days per week leading backpacking and hiking trips in the Adirondack Forest Preserve. Another day each week will be spent preparing gear and contacting future participants.

The Wilderness Trip Leader is responsible for planning and executing safe, low-impact group hikes and backpacking trips to many of the High Peaks in the Adirondacks. Along the way the Trip Leader will demonstrate Leave No Trace ethics, proper camp set-up, and other outdoor skills.

The Trip Leader is responsible for all trip logistics, managing risk, and group dynamics. The Trip Leader also maintains ongoing communication between education staff and the front desk personnel concerning program needs.

KEY RESPONSIBILITIES

Backpacking Trips – 60%

- Provide a welcoming atmosphere for participants at the start of each trip
- Assist participants with packing their backpacks
- Manage group dynamics and incidents in a backcountry setting
- Prioritize group safety and demonstrate good decision making
- Cook simple dinners and breakfasts for participants at the campsite
- Confidently navigate to the trip's destination while building camaraderie along the way

Day Hikes – 20%

- Provide a welcoming atmosphere for participants at the start of each trip
- Assist participants with packing their backpacks
- Manage group dynamics and incidents in a backcountry setting
- Prioritize group safety and demonstrate good decision making
- Educate the participants on the rich natural and cultural history of the Adirondacks

Trip Planning – 20%

- Reliably contact participants for upcoming trips
- Manage dietary restrictions when planning group meals
- Maintain first aid and gear items throughout the season
- Ensure the early collection of medical and release of liability forms
- Prepare all required equipment for each trip
- Weekly check-ins with Education Department staff

QUALIFICATIONS

Basic:

- A valid New York State Guide's license
- A valid driver's license and personal vehicle for transportation necessary
- Current Wilderness First Responder certificate required
- Act as professional role model for ADK, demonstrating a stewardship ethic and responsible wilderness leadership at all times
- Willingness to work extended hours/days in the field while on trips
- High level of competence in areas of instruction: backpacking, low-impact camping, map & compass, off-trail navigation, natural history
- High level of competence with trip logistics: route identification, navigation, equipment needs, dietary requirements and food packing, and group dynamics and conflict resolution
- Excellent people skills – communication, friendly, personable
- Available June 1 through October 15 (dates can be flexible)
- Will pass a background check upon hire

Preferred:

- At least two years' experience and demonstrated ability in outdoor trip-leading & teaching backcountry skills with adults and youth
- Extensive experience backpacking and hiking in the High Peaks Region of the Adirondack Park
- Knowledge of the natural history of the Adirondacks helpful
- College student or graduate with degree in related field

BENEFITS AND COMPENSATION

Reports to: Education Programs Manager

Classification: Full-time, Seasonal, Non-exempt

Dates: June 1 to October 15; start/end dates negotiable

Salary/Wage: \$17.50/hour

Benefits: Paid sick time

Perks: Free ADK membership; option for Leave No Trace Trainer workshop; free ADK workshops; discounts on store merchandise and rental equipment.

Housing: Shared on-site housing available at Heart Lake Program Center with three meals a day for a small deduction.

APPLICATION QUESTIONS

The following questions appear in our [online job application form](#):

- Do you or will you have Wilderness First Responder (WFR) certification and a New York State (NYS) Guide License before June 1?
- Do you own or have consistent access to a vehicle?
- Why would you like to work at the Adirondack Mountain Club? Specifically, what attracted you to this position and what skills are you hoping to gain?
- Provide your previous experience as an educator and/or interacting with the public.
- Describe your familiarity with the Adirondack Park ecology and/or trail networks, particularly around the High Peaks region.
- Tell a story about a challenging experience that you had in the outdoors.
- The Adirondack Mountain Club is a collaborative organization that relies on teamwork. Many of our staff also live in communal housing. What positive qualities would you bring to our team?
- What are we missing? This is an opportunity for you to add your personal story or perspective. Take a moment to explain any additional experiences, attributes, or abilities you feel add to your qualifications.

ORGANIZATIONAL STATEMENT

As an organization, we appreciate a diverse set of skills and candidates eager and willing to grow and learn with our organization. As such, our job descriptions are general overviews, not a mandatory comprehensive list. If you feel passionate about our efforts and believe that you have the skills and aptitude to succeed in this role, we want to hear from you.

ADK affirms its commitment to equal employment opportunity for all individuals. Decisions about recruiting, hiring, training, promotions, compensation, benefits, and all similar employment matters are made in compliance with all federal, state and local laws and without regard to race, color, religion, gender, ethnic or national origin, age, physical or mental disability, sexual orientation, gender identity, familial status, military status or any other classification protected by federal or state law. Any discrimination in the workplace against persons protected by equal employment opportunity laws is illegal and against policy.