

INNER ROADS

2024 Employment

Inner Roads is a program of Families First, a 501(c)3 Non-Profit agency in Missoula, MT

Field Guide

Field Guides are our front line staff responsible for ensuring a safe and therapeutic milieu in the backcountry for groups of approximately six emotionally-struggling participants between the ages of 13-17. This position works in collaboration with the Certified Field Guide and a Clinical Field Guide, and is jointly responsible for daily group living and backcountry travel, supervision and assurance of physical & emotional safety, facilitating curriculum, teaching primitive skills, and participating in weekly treatment meetings with the Youth Therapist. This position requires introductory levels of experience working in either youth mental health treatment or youth backcountry guiding. Field guide positions work a rotating schedule of nine-day shifts, with two weeks off between the expeditions. Our publicly funded agency is able to provide \$150/day, plus a stipend for our staff training and University credit for applicable internships. Duties include:

- Actively participate in week-long backcountry staff training (annual).
- Provide direct care and vigilant supervision of clients throughout each day, including maintaining emotional and physical safety in the backcountry, with daily time for self-care away from the group while safety is secured. Remain within earshot of group at all times, even when “on break” in case of emergency.
- Collaborate with co-workers to build united front and avoid displaying hierarchies within the staff team to group participants.
- Facilitate program curriculum, including primitive skills and academic courses for High School credit.
- Complete all required documentation on daily basis, including forms required for licensing and maintaining confidential client health records.
- Participate in & execute individualized treatment plans as designated during weekly treatment meetings with Youth Therapist
- Provide first aid as required and within scope of certified First Aid and CPR training.
- Ensure all youth files required for licensing are updated daily and remain in the field
- Daily communication with on-call staff at base at designated times (shared responsibility with all Field Staff).
- Strictly follow program Policies & Procedures, while reporting any accidents or violations through Incident Report protocol.
- Physical restraints are very uncommon but possible and non-violent restraint protocols must be strictly adhered to and documented (as provided during training).
- Maintain professional relationships with program participants, including acting as an example in all areas of personal conduct & hygiene.
- Participate in 1:1 debrief sessions (via phone or zoom) for the purpose of employee wellness and professional development between shifts.

Requirements:

- Must be at least 21 years of age as required by DPHHS
- Must be able to clear State and Federal background per DPHHS check and satisfactorily complete provided non-violent restraint training prior to working with participants.
- Possess and maintain current First Aid and Adult CPR certification.
- Must pass medical physical exam (post-employment offer), & be able to lift/carry up to 70lbs.

Due to the unique backcountry work environment and critical needs of program participants, staff must disclose medical conditions during the interview process. Our agency does not discriminate based on diagnoses that do not impact the ability to adequately perform duties, yet requires awareness of conditions to assess whether the health needs of the staff member can be appropriately accommodated as necessary to ensure the ongoing safety of program participants.

- Actively participate in pre-season Staff Training and post-season debrief.
- Expressed mastery of primitive living and emotional de-escalation skills of self and others.
- Strong professional references from employers of backcountry leadership and mental health or direct care services.

Please submit your resume and cover letter and any questions to our Program Therapist at Brie@FamiliesFirstMT.org