

INNER ROADS

2024 Employment

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

Certified Field Guide

Certified 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 requires experience in mental health direct care services, youth mentorship, and guiding groups in the backcountry in extreme weather conditions. Certified Field Guides work in collaboration with two other Field Guides on their staff team, while additionally charged with strictly enforcing all program policies and procedures amongst the staff team, ensuring all staff documentation is maintained and updated daily, providing medication to participants, and taking the lead in managing emergency backcountry medical issues (with the support of resources available via satellite phone and SOS device). Experience working in Outdoor Behavioral Healthcare is preferred for a Certified Field Guide position, but those with experience in both backcountry guiding and working with clinical populations are encouraged to apply. Certified Field guide positions work a rotating schedule of 9 or 16 day shifts, with two weeks off between the expeditions. Our publicly funded agency is able to provide \$180/day, plus a stipend for our staff training. Duties include:

- Actively participate in week-long backcountry staff training
- 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.
- In case of emergency, act as lead medical Wilderness First Responder & risk management authority within scope of training.
- Empower and collaborate with Field Guide co-workers to build united front and avoid displaying hierarchies within the staff team to group participants. Provide guidance, support, and feedback to co-workers to support development toward future roles as Certified Field Guides.
- Ensure facilitation of program curriculum, including primitive skills and academic courses for High School credit.
- Ensure all documentation is completed on daily basis across staff team, including forms required for licensing and maintaining confidential client health records.
- Support individualized treatment plans as designated during weekly treatment meetings with Youth Therapist
- Distribute and document client medications in accordance with medication administration policies.
- Ensure all youth files are maintained and updated daily in the field as required by licensing, and ensure files remain in the field even as outgoing staff members leave the field at the end of their shifts.
- Daily communication of youth welfare with on-call staff at base at designated times (shared responsibility with all Field Staff).
- Strictly follow all Policies & Procedures, including 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 WFR certification which includes Adult CPR.
- Must pass medical physical exam (post-employment offer), and 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 diagnose conditions 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 (in May)
- Mastery of primitive living and emotional de-escalation skills of self and others.
- Strong professional references from employers of both backcountry leadership and mental health services.

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