

Inner Roads  
Certified Field Guide  
2022 Job Posting:

Please submit resume, cover letter and three references as application to [maria.merkley@innerroadsmt.org](mailto:maria.merkley@innerroadsmt.org)

Application deadline is April 10, we will be reviewing applications and reaching out to schedule interviews the following week.

Who we are:

Inner Roads is a nonprofit agency that provides outdoor therapeutic programs licensed by the Montana Health Department. We utilize a wilderness setting to accelerate growth, healing, and empowerment in teens needing emotional and behavioral support. This intensive clinical program uses a strength-based approach to guide youth as they gain confidence and insight, build motivation, develop communication skills, practice healthy relationships, and gain agency in their lives. Our committed team of guides make this possible.

We are currently accepting applications for our 2022 6-week summer expedition from July 7-August 19th in the Helena National Forests.

Mandatory training for all positions will be held in June, in Missoula, MT regardless of weather conditions. A virtual training will follow the in-person outdoor training. It is also expected that staff attend our Season Debrief at the end of the season.

Position details:

Certified Field Guides are the front line staff responsible for ensuring a safe and therapeutic milieu in a wilderness context for our groups of 14-17 year old struggling teens. This position is offered to those with some background in mental health, youth mentorship, backcountry guiding or social work, and will receive Aegis certification in de-escalation and restraint intervention prior to their first shift. They are responsible for groups of up to six students on backpacking expeditions and will typically work 9-16 days at a time, followed by a minimum of 6 days off.

Certified Field Guides work in collaboration with both a Field Guide Intern and a Clinical Intern and will be in charge of group structure, supervision, physical & emotional safety, facilitating curriculum, teaching wilderness skills, and participating in weekly treatment meetings with our Program Therapist.

Our shifts run Tuesday mornings through the following Wednesday evenings, and Certified Field Guides are expected to meet with our Assistant Director the Monday evening prior to their shift for a logistic meeting. Post shift debriefs will be held by Assistant Director or Director with all staff exiting the field each shift within 2-4 business days.

Schedules will be made once hiring is complete.

Responsibilities:

- Direct care & supervision of clients, including maintaining physical safety in the backcountry.
- Collaborate under direction of the Certified Field Guide on medical & risk management in the field.

- Participate in & execute treatment plans as designated during weekly meetings with Program Therapist, and report all clinical concerns on a daily basis while in the field.
- Complete daily paperwork on student development, treatment plans, & physical complaints as well as record daily itinerary with camp coordinates.
- Distribute client medications in accordance with medication administration policies.
- Ensure all state-required youth files are maintained and updated daily in the field.
- Daily communication with Program Director or designee (shared responsibility with all Field Staff).
- Maintain appropriate mentor relationship with students including acting as an example in all areas of personal conduct & appearance.
- Demonstrate and teach primitive skills, use of field equipment, gear, and supplies.
- Facilitate program elements, including therapeutic & academic curriculum.

### Requirements:

- Must be at least 21 years of age; high school diploma or GED required (BS/BA degree in related field preferred).
- Must be able to clear State and Federal background per DPHHHS check and satisfactorily complete provided Aegis training prior to entering the field.
- Possess and maintain current WFA, WFR, or WEMT certification which includes Adult CPR.
- Must pass medical physical post-employment offer, & be able to lift/carry up to 60lbs. Due to the unique backcountry work environment and critical needs of program participants, staff and interns must disclose all medical conditions to Program Director prior to staff training. Inner Roads does not discriminate based on physical or mental health diagnoses, and will use sound judgement to ensure that the health of direct care providers can be appropriately supported to ensure the ongoing safety of program participants.
- Must provide proof of health insurance coverage for the season, as workers' compensation applies only to legal employees of Inner Roads.
- Actively participate in pre-season Staff Training and post-season debrief.
- Significant experience in outdoor or adventure leadership, mentorship of at-risk youth, or comparable experience.
- Must be comfortable in leadership positions in backcountry conditions.
- Excellent leadership, communication, and problem-solving skills.
- Able to maintain competence in crisis situations.
- Mastery of primitive living and outdoor skills preferred.
- These positions are reserved for those with active backcountry medicine certificates and who have experience working with struggling youth, along with guiding youth in the backcountry. Experience as a wilderness therapy guide is strongly preferred.
- In case of emergency, act as lead medical & risk management authority in the field.

### Salary/benefits:

Certified Field Guides receive a daily rate of \$180/day in the field and will receive training stipends. They are required to complete the full 6 week expedition (excepting medical or emergency situations).

Guides from our expeditions may choose to apply for our community based mentorship program in the fall, which is a paid part time position. Community mentorship will be provided on a weekly basis within community relationships with at-risk youth. Mentors will provide 1:1 and group mentorship for teens to build skills and interests within their home community.

Certified Field Guide Signature \_\_\_\_\_  
Program Director Signature \_\_\_\_\_