



Roaring Fork Outdoor Volunteers Field Instructor Position Announcement

Position Title:	Field Instructor
Position Type:	Full-time and part-time seasonal positions, April 21st - October 17th, 2025.
Location:	Carbondale, Colorado - RFOV office and surrounding field locations
Compensation	\$23-25/hour, commensurate with experience Benefits include paid time off, mileage reimbursement, \$500 professional development stipend, opportunity for additional professional development such as an Advanced Rockwork Skills Training and Volunteer Leadership Training, \$500 gear stipend, end of season bonus
Reports To:	RFOV Program Director

Roaring Fork Outdoor Volunteers (RFOV) is the leading stewardship organization serving the regional community of the Roaring Fork, Crystal River, and Middle Colorado watersheds. Our mission is to empower people with the tools and ethic to actively care for, and connect with the natural world, while supporting land managers to create healthy and resilient landscapes. Each year, RFOV works on 70-80 different project sites in collaboration with our partners using a combination of large community events, customized group work days, youth service-learning days, and professional staff

Position Description

The Field Instructor is responsible for assisting with the preparation, logistics and implementation of RFOV's field-based volunteer and youth programs and Trail Crew program. This position requires excellent group facilitation and leadership skills; independence and accountability in decision-making; organizational skills in logistics and time management; building positive relationships with project partners, volunteers, and students; and a proven ability to educate, lead, and motivate people in backcountry and frontcountry settings. This position is approximately 20% administrative and 80% field based during the project season (April-October).

Specific Responsibilities

Program management and operations:

- Assist with operations and implementation of all stewardship programs and projects:
 - Support RFOV equipment and tool management: ensure tools, project equipment and supplies are clean, in good working order and regularly inventoried.
 - Assist with pre-project planning logistics.

- Oversee on-the-ground project logistics: coordinating travel, tool preparation, lining out project work sections, and project implementation and wrap-up on both frontcountry and overnight/multi-day backcountry projects
- Ensure project safety and practice effective risk management strategies.
- Serve as an expert (Technical Advisor) on technical trail construction, restoration/revegetation and fire mitigation work and ensure that project work is being constructed to quality standards and timelines.
- Continually enhance expertise in trail and restoration techniques, crew management, and leadership.
- Support Trail Crew with pre-project logistics and coordination, communications and project implementation
- Assist with project reporting
 - Accurately measure project metrics and use internal databases to record metrics.
 - Ensure accurate and consistent photo documentation and organization of project work.
 - Assist in reporting systems on progress and accomplishments of all projects and ensure consistency and clear communication internally among RFOV staff.
 - Assist in keeping all project notes and details as well as partnership information.
 - Record time worked accurately and timely for accountability and grant reporting.

Volunteer Coordination and Management

- Support RFOV's volunteer and youth programs to increase recruitment, retention, and pathways for involvement.
- Work to create an inclusive, and equitable environment for a diverse group of volunteers.
- Ensure all RFOV volunteer programs foster a positive, educational, engaging, and motivating experience for volunteers.
- Supervise volunteer Crew Leaders and Project Ambassadors on projects.
- Serve as a Crew Leader on projects, overseeing a group of 8-10 students or volunteers.
- Assist in determining volunteer accolades and awards each season.

Required Qualifications

- Trail building/maintenance experience with at least one year in a supervisory role, or trail building/maintenance experience with other relevant leadership experience.
- Practical knowledge of methods and techniques to design, layout and construct/reconstruct natural surface trails.
- Ability to hike up to 10 miles/day at altitude.
- Ability to use heavy hand tools (i.e. pick mattocks, rock bars, pulaski, etc.).
- Ability to execute strenuous stonework at altitude.
- Ability to lift and/or move up to 50 pounds regularly.
- Ability to work in potentially adverse weather conditions and proactively manage adversity and uncertainty.
- Current valid driver's license.
- A personal vehicle in reliable working condition that you are willing to use for both personnel and tool transport to and from project sites as needed throughout the season.
- Certification in either a) Wilderness First Aid and CPR, or b) Wilderness First Responder (or can achieve certification upon hire).
- Ability to pass a criminal background check.
- Ability to attend a mandatory Staff Training April 21st - April 25th and April 28th - May 3rd, 2025

Desired Qualifications

We encourage you to apply for this position even if you do not believe you meet all of the criteria listed here.

Leadership

- Experience or interest in creating inclusive work environments that support collaboration across a diverse participant base.
- Experience implementing accessible programming for participants with varying physical, cultural, and language needs.
- Demonstrated people-management experience.
- Experience leading diverse groups through emergent interpersonal challenges.
- Outdoor leadership, outdoor education, or environmental education experience.
- Strong rock work experience (stairs, retaining walls, check dams, etc) as pertaining to trails.
- Experience working with youth outdoors or in other educational settings.
- Experience (either personal or professional) planning and implementing backcountry trips for groups of 8-15 people (menu prep, pre-trip planning and logistics, etc.).
- A strong passion for and previous experience leading a diverse range of volunteers.
- Self-directed, highly motivated, reliable, with a result and solution oriented perspective.
- Strong organizational skills with an attention to detail.
- Flexible with strong time-management skills.
- Strong belief in RFOV's mission.
- Spanish language proficiency and ability to lead volunteer groups in Spanish while overseeing a variety of stewardship tasks is highly desirable.

Management

- Experience working for or with land management agencies (state, federal, or municipal).
- Excellent organizational, planning, and logistical skills.
- Ability to proactively solve problems, work independently, and be creative and resourceful.
- Consistent and reliable communication.
- Computer skills and data management experience (specifically Microsoft Excel, Google Sheets, Google Drive, Salesforce and Caltopo).

Stewardship

- Ecological and natural resource knowledge and ability to teach others about these topics.
- Experience implementing basic restoration techniques including reseeded, planting, and erosion control.
- Ability to conduct stewardship work while following [Leave No Trace principles](#).
- Willingness to learn about ecosystems and natural resources of the Roaring Fork Valley through self-driven research and education from RFOV staff, partners, and volunteers.

Work Schedule

The weekly work schedule will be variable with regular weekends and occasional evenings required and is based on a 40 hour work week though some weeks may exceed this during the busy season.

Housing

Temporary housing within the Roaring Fork valley is very limited and RFOV is not able to provide housing for any staff position. Due to limited long-term campsites, living out of personal vehicles throughout the field season presents serious challenges and is **strongly discouraged**. RFOV will work with our community members & partners to connect seasonal staff with options for temporary housing, but **does not guarantee** that any options will be available

Application Deadline

This position is open for applications beginning December 2nd, 2024. Applications will be reviewed on a rolling basis until all Field Instructor positions are filled. Positions will be removed from our website (rfov.org/careers) when they have been filled.

How to Apply

Send a resume, cover letter, and contact information for three professional references to: Jack Douglas, Program Director by email at jdouglas@rfov.org. **Please submit all application materials in a single PDF document with the following naming convention: *Lastname_Firstname_FieldInstructor_2025*.** Phone and email questions and inquiries acceptable: jdouglas@rfov.org, 970-927-8241.

Roaring Fork Outdoor Volunteers is an equal opportunity employer and encourages applications from people of all races, ages, sexual orientations, and ethnic and religious backgrounds.

The requirements listed in our job descriptions are guidelines, not hard and fast rules, and if you have most of the qualifications listed we encourage you to apply. Your experience refers to paid and unpaid experience, lived experience, and volunteer work, which helps build the competencies, knowledge, and skills that translate directly to this position. Applying gives you the opportunity to be considered.

Organizational information can be found at www.rfov.org, and our diversity, equity, and inclusion (DEI) statement and initiatives can be found at <https://www.rfov.org/dei>.