



SINGLE PITCH CLIMBING INSTRUCTOR and ADVENTURE TRIP LEADER INTERNSHIP

Position Description

Acadia Mountain Guides Climbing School offers aspiring climbing guides and outdoor leaders a Climbing Instructor and Trip Leader Internship. Interns will lead several coed, week-long rock climbing and adventure trips in Maine and NH for teens and assist in providing climbing instruction to groups, families and individuals in Acadia National Park and throughout Maine. We seek highly motivated outdoor leaders and climbers who are passionate about rock climbing and trip leading and who are attentive to detail, thirsty for knowledge and willing to work a full schedule in the field. In return, you will take home many new skills and experiences.

Most of our guides begin their employment as interns. Many of these interns have gone on to become certified rock guides, IFMGA/AMGA full mountain guides, and/or accomplished outdoor leaders in other disciplines. We highly suggest that before applying for a position you listen to a couple of the following conversations on the Starlight and Storm podcast run by lead guide Dick Chasse:

[Conversation #1: The Interns](#)

[Conversation #2: The First Years](#)

[Conversation #8: Jon Tierney: ...](#)

[Conversation #3: Shannon Mayo](#)

About our Summer Camp Program: A complete description of the climbing school and camp programs may be found at acadiamountainguides.com. Please familiarize yourself with this information prior to applying.

Duration / Location: This is a thirteen-week internship available from late May to approximately August 20th with possible paid extensions into October. This position is based in Orono, ME but spends a large portion of time in Bar Harbor, ME, and requires periodic travel between locations (50 miles). Instructors should expect to be in the field the majority of July and August with very few off days. Housing may be available in needed. While in the field, food is provided at no cost.

Instructor Development

May 23 to appx June 20 (4+ weeks)

The first four + weeks focus on intensive training in a variety of outdoor leadership skills, single pitch instruction, terrain familiarization, local natural and cultural history, environmental education activities, group process, new games and initiatives that foster group and individual growth, van operations, and wilderness medicine. We require all new staff to take our SPI Course and WFR course even if you already possess the credential (see benefits). The SPI certification exam will follow after appx 4 weeks of application practice. Training weeks will consist of 4 - 5 days of training per week (including some overnight trips) and 2 – 3 days off per week.

Instructional Expectations

The primary purpose of this position is to lead summer youth rock climbing and adventure camp programs. Our camp trips focus primarily on rock climbing activities but also may include hiking, canoeing, kayaking and backpacking. The strong trip leader enhances the group experience and fosters teamwork, cooperation, independence, and fun along the way. Programs range from day camps for young children to multi-week overnight climbing camps for older teenagers. As a camp leader you will have 24/7 responsibilities while in the field. In this position you will be making real decisions with real consequences and expected to develop appropriate itineraries and curriculum material as well as manage course logistics such as menu planning, equipment and camp preparation.

Periodically you will also have opportunity to work alongside senior guide staff on instructional days. The typical instructional day begins around 7:30 am with a morning guides meeting to set the stage for the day. Clients arrive usually between 8 – 9:00 am for most local guiding. During the summer a large percentage of the guiding in Acadia is comprised of half day entry level sessions for families, couples and groups. These require a high level of organization and efficiency to get a reasonable amount climbing in. Morning sessions run until noon with a 30 – 60 minute break before meeting afternoon clients. After returning from the afternoon session, guides are expected to put gear away, complete equipment logs and to complete all course or client related administrative needs.

- Assist in selecting climbs and managing large and small groups of clients in busy top rope settings
- Co-lead up to 7 weeks of youth climbing camp and outdoor adventure programs. Leaders will rotate between five

and seven day overnight camps and day camps (5 days) allowing for some weeks with free evenings and occasional 2 day breaks between sessions. Some sessions will also run back to back with only Saturday evening off. Final schedule depends on the number of staff and matrix of programs that are running. Advanced climbing camps and whitewater camps will be co-led with one or more of our senior guides or specialist contract guides if needed.

- Respect and enjoy the natural environment. Share local knowledge through various environmental activities.
- Enjoy people and teaching. Teach rock climbing and basic canoeing, general outdoor skills (such as personal preparation, navigation, camp set up, fire building and stove use, outdoor meal preparation, outdoor sanitation, stream crossing), natural history, and Leave No Trace ethics
- Demonstrate high level of professional competence and ability to instruct technical skills such as belaying, anchoring, partner rescue in efficient and effective manner
- Maintain familiarity with and follow AMG policies and procedures as put forth in Employee Manual
- Plan camp curriculum and itineraries, organize transportation, equipment and food logistics for trips
- Drive campers in cars and 15 passenger vans with trailers
- Communicate regularly and professionally with co-workers, parents, contracted activity outfitters, and camp directors
- Complete trip expense reports, written trip and incident reports, and co-staff evaluations
- Take, screen and share photos depicting life at camp
- Possess emotional stability and maturity with ability to self-motivate and rise early each day
- Aware of strengths and weaknesses and desires to both give and receive constructive feedback,
- Punctual and reliable with strong work ethic, infectious energy and strong resilience
- Exhibit tolerance and patience for adversity, diversity and uncertainty with a sense of humor for when plans need changing
- Ability to work successfully with people from diverse backgrounds
- Demonstrate sound judgment and decision-making skills
- Maintain highest regard for client safety and client experience
- Learn client expectations and strive to meet them
- Provide leadership, instruction and medical care during an emergency
- Inspect, inventory and maintain equipment
- Hike up to 15 miles daily over New England mountains with 40 – 50lb pack. Lift heavy, awkward loads such as canoes and food buckets
- Happily live, teach and lead in variable weather conditions including rain, heat and cold.

Minimum Qualifications

- Age 21 or older
- Completed at least one year of college
- Clean driving record and clean criminal background record
- Solid personal skills in rock climbing, backcountry travel / camping and other outdoor pursuits such as canoeing and backpacking
- Healthy environmental consciousness
- Strong interpersonal / leadership skills with teens and pre-teens
- Excellent physical condition
- Proven judgment and decision-making ability
- A desire to serve as a positive role model to participants
- Preference will be given to candidates seeking future seasons of employment and who are pursuing further guide education and certification
- Some qualifications may be waived for exceptional candidates.
- Flexible, fun, with a make it work attitude

Preferred Qualifications

- Age 23 or older
- Graduate or will graduate pending internship completion of at least a 2 year program in outdoor leadership or related field
- Expertise in teaching and leading rock climbing and outdoor adventure trips. Demonstrated knowledge and ability in the following: managing top rope sites safely and efficiently, teaching and leadership, climbing equipment, natural history, environmental consciousness, judgment and decision-making, improvised rescue, and general outdoor skills
- Climbing resume showing a minimum 2 years climbing experience with 30 days outdoor climbing per year
- Demonstrated ability to currently and safely lead routes up to grade II, 5.7
- PCIA or AMGA Single Pitch Instructor Certification
- Wilderness First Responder certification
- Leave No Trace certification

- Lifeguard certification

Benefits

- \$5000.00 paid internship. Interns are also provided worker's compensation insurance
- Four + weeks of professional-level training led by Jon Tierney and Dick Chasse and other strong outdoor educators
- A great opportunity to work for a grassroots organization that has been a consistent early adopter of cutting edge methods and a supporter of high standards
- A chance to spend the summer in Maine and beautiful Acadia National Park where "the mountains meet the sea" with super easy access to climbing, hiking, kayak, biking and running
- An opportunity for mentorship from a great group of guides and instructors
- If you do not have your Wilderness First Responder and PCIA Single Pitch Instructor certifications already, you will receive a 40% discount on our courses which are taught by some of the best in the profession. If you have a current certification, we will expect your participation during these core training at no cost. If you are seeking recertification the fee will be only \$80.00.
- Free access to ongoing training clinics throughout the season
- Free Maine Trip leader certification
- Possibility of free training in LNT and lifeguarding and mental health first aid as needed
- On-going access to and mentorship from senior staff
- Time off is limited. During the training period, you will have 2 – 3 days off per week. During the instructional period, you can expect a couple of weeks of evenings off while assigned day camp, most Saturday evenings off, and we will seek to offer 4 - 5 days off in a row for each intern once during the season to get away on your own or a day off weekly when possible.
- Access to pro deals from dozens of outdoor companies and 30% off all in-store equipment and clothing purchases
- Occasional summer socials to make it fun

To apply: Complete our application (available at acadiamountainguides.com) and return it electronically along with a resume and letter of interest explaining why you would like this position and why we should choose you to Jon Tierney (climb@acadiamountainguides.com). After receiving your application, we will evaluate it and, if you are among the qualified candidates, we will arrange an in-person or phone interview. If you accept an employment offer it will be finalized pending a complete background check.

About Acadia Mountain Guides, Inc.: AMG was founded in 1993 and is owned by Jon Tierney. AMG operates a year-round program of courses and guiding that extends from the seaside cliffs of Acadia to distant summits in South America and Asia. Our internship program was initiated in 2001 and served to help launch dozens of successful and prominent outdoor leaders and guides. The school is AMGA and PCIA accredited and all guide staff have participated in either PCIA or AMGA training and certification. Jon is an IMFGA/AMGA mountain guide who has served on the AMGA Board of Directors and the AMGA Technical Committee and was formerly an AMGA Instructor/Examiner. Jon is the current Educational Director of the Professional Climbing Instructor's Association and was the original designer and catalyst behind what is now the AMGA Single Pitch Instructor program.

During the summer, AMG operates primarily out of Bar Harbor, ME – home to Acadia National Park and the summer camps operate out of Orono, ME. Bar Harbor is a busy resort town similar to North Conway or Estes Park. The climbing is predominantly granite and Acadia is known for single-pitch sea cliff climbing right over Frenchman's Bay. The 250' South Wall of Champlain Mountain features great lines on superb granite and is ideal terrain for introducing clients to multi-pitch climbing. Forty minutes inland is the Clifton Crags with steep sport climbing on granite (close to Orono). Alpine rock climbing on Katahdin is about 2.5 hours away. Excellent bouldering opportunities abound in Acadia and Clifton.

Acadia Mountain Guides Inc. does not discriminate on the basis of race, color, national or ethnic origin, religion, gender, sexual orientation, age, disability, or veteran status.