

PARK CAMPS

Thrive On!

THE PARK SCHOOL of BALTIMORE

CHALLENGE COURSE INSTRUCTOR

About The Park School of Baltimore

At The Park School of Baltimore, we are committed to fostering a dynamic learning environment that encourages curiosity, growth, and community. Our challenge course is an integral part of our educational programs, offering students of all ages the opportunity to build teamwork, leadership, problem-solving, and communication skills in an outdoor, hands-on setting. In addition to working with Park students, our challenge course hosts team building programs, camps, and events for adults and youth in the community year-round.

We are seeking enthusiastic and responsible Challenge Course Instructors to join our summer programming team and help facilitate engaging, safe, and memorable experiences for participants. This is a seasonal position with the opportunity to stay on our instructor list for year-round opportunities.

Position Overview

Challenge Course Instructors are responsible for operating a variety of aerial adventure elements, facilitating team-building exercises, running off-site adventure trips, and ensuring the safety and well-being of all participants. Instructors will work with a wide range of groups/individuals, including school-aged children, teens, and adults, helping them develop personal strengths and group skills through experiential learning. The role involves both hands-on outdoor activities and collaborative work with other instructors to ensure smooth operation and participant engagement. Instructors will work regularly outdoors and at heights up to 40 feet.

During the summer, Challenge Course Instructors support [Park Camps](#) and [Adventure Camps](#), working with campers Ages 3.5-14. Additional opportunities to work with outside rental groups might also be available.

Key Responsibilities

- Facilitate Challenge Course Activities: Lead teams and individuals through a variety of challenge course activities, both high and low elements, ensuring each activity is completed safely and engages participants.
- Safety First: Ensure the safety of all participants by carefully following safety protocols, operating procedures, and proper equipment usage. Conduct briefings on safety procedures and guidelines with participants prior to all activities.
- Team-Building and Group Facilitation: Create a positive, inclusive, and supportive environment where participants feel comfortable pushing their boundaries and working collaboratively. Use good judgement when selecting activities appropriate for the group and their goals.
- Engagement and Reflection: Guide participants in reflecting on their experiences and learning outcomes throughout activities. Stay engaged with participants while they complete activities, providing support and encouragement as needed.

- **Equipment Maintenance:** Ensure that all equipment is in good condition, properly used, and stored securely. Perform routine checks before and after each activity.
- **Collaboration:** Work closely with other instructors and the course manager to ensure smooth scheduling, communication, and problem-solving.
- **Professional Development:** Participate in training sessions, workshops, and meetings to improve skills and stay up-to-date and use best practices on the challenge course.
- **Administrative Support:** Assist in maintaining records of participant progress, incident reports, and other forms as required.

Qualifications

- Previous experience in leading or facilitating challenge course activities, outdoor education, childcare, teaching, or similar recreational roles preferred, but not required.
- Strong communication skills and the ability to engage and motivate participants of varying ages and backgrounds.
- Ability to work outdoors in a variety of weather conditions.
- Ability to work with and adapt to different group dynamics.
- First Aid and CPR certification required (or willingness to obtain).
- Must be at least 18 years old by June 10, 2025.
- Ability to pass a background check.

Schedule and Hours

- All summer instructors will complete a full week of paid, on-campus training from June 2-6 (8 a.m.-4 p.m., Monday-Friday). Instructors who are unable to attend the full week will set up individual or small group training sessions with the Challenge Course Coordinator. The full training program must be completed before instructors are eligible to begin working with campers.
- Park Camps runs from June 10-August 15: Typical hours are 8 a.m.-3:30 p.m., although some days may start at 7:30 a.m. and/or end at 4:30 p.m. Instructors will indicate their availability within that 10-week window and be scheduled to work based on the staffing needs of each week.
- Additional opportunities to work with rental groups during the week and on weekends may also be available.

Pay and Benefits

\$18.50-25/hour based on experience, +\$1/hour for maintaining an active lifeguarding certification. This position does not offer benefits, except those required by law.

Why Join Us?

- **Impact:** Play a key role in the personal and group development of participants.
- **Team Environment:** Work alongside passionate and supportive colleagues who are dedicated to delivering highly impactful and meaningful experiences.
- **Growth Opportunities:** After the summer session, there may be opportunities to stay on our on-call instructor list for year-round programming, including school year activities, groups, parties, and special events. In addition, instructors will have access to training and certification opportunities.

How to Apply

Interested applicants should submit a completed employment application ([found here](#)), résumé, and a brief cover letter explaining interest in the Challenge Course Instructor position at The Park School of Baltimore. Please send applications to Emily Minter: eminter@parkschool.net.

The Park School of Baltimore does not discriminate against employees or applicants for employment on the basis of race, color, national or ethnic origin, religion, ancestry, gender, gender identity and expression, sexual orientation, age, marital status, or any physical or mental disability unrelated to a reasonable performance of an employee's duties.