


College Outdoors Leadership Trail Guide

Role	Requirements	Responsibilities	Benefits
 <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;">Participant</div>	<ul style="list-style-type: none"> ✓ No experience needed! 	<ul style="list-style-type: none"> ■ Bring your enthusiasm! ■ Follow College Outdoors Policies 	<ul style="list-style-type: none"> ■ Fun, friendships, and new experiences
<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: 10px auto;">Student Coordinator</div>	<ul style="list-style-type: none"> ✓ Have participated in at least one College Outdoors trip ✓ Submit a Student Coordinator (SC) Application ✓ Complete a Trip Preference Form for the current semester ✓ Commit to the College Outdoors Community Standards 	<ul style="list-style-type: none"> ■ Respond to trip offers and other communications from College Outdoors (CO) in a timely manner ■ Actively engage in goal setting and feedback, approach trips with a growth mindset ■ Participate in various aspects of a trip, at the discretion of Trip Leader (TL) ■ Practice Risk Management ■ Engage in learning trip processes ■ Be a safe and responsible role model ■ Be respectful and inclusive of all participants ■ Read the Post Trip Reports (PTRs) from recent trips 	<ul style="list-style-type: none"> ★ 50% off the price for any trip on which you are serving as an SC ★ Build your skills and CO leadership portfolio ★ Invited to attend training trips ★ Mentorship from more experienced trip staff
<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: 10px auto;">Assistant Leader</div>	<ul style="list-style-type: none"> ✓ Complete a Trip Preference Form for the current semester ✓ Commit to the College Outdoors Community Standards ✓ Serve as an SC on 3 or more trips -OR- serve as an SC on 2 trips + 1 qualifying training trip ✓ Current WFR Certification (or better) ✓ Cleared to Drive -OR- complete Driver Safety Training (DST) <i>Note: 2 or more drivers are required for most trips, so completing DST without getting driver cleared limits your opportunities</i> ✓ Complete the Assistant Leader quiz with 100% accuracy 	<p>All Responsibilities listed under Student Coordinator PLUS:</p> <ul style="list-style-type: none"> ■ Drive on trips -OR- assist the driver <i>Help with vehicle checks, ride in passenger seat, navigate, stay alert</i> ■ Help pack trip gear ■ Help with post-trip checklist to completion ■ Write the PTR with the leadership team ■ Help run the Pre Trip Meeting (PTM) <p>Lead in the field at the discretion of the TL</p>	<p>All Responsibilities listed under Student Coordinator PLUS:</p> <ul style="list-style-type: none"> ★ 100% off the price for any trip on which you are serving as an Assistant Leader ★ Free equipment rental from Sequoia warehouse <i>Eligible rental items only, other restrictions apply including that you must be an active member of the CO community</i> ★ Mentor Student Coordinators ★ Help lead Open House sessions
<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: 10px auto;">Trip Leader</div>	<ul style="list-style-type: none"> ✓ Complete a Trip Preference Form for the current semester ✓ Commit to the College Outdoors Community Standards ✓ Serve as an AL on 3 or more trips -OR- 2 trips + 1 qualifying training trip ✓ Attend at least one leadership training trip -OR- participated in NST training ✓ Submit a Leadership Reflection (~1pg) to Roundtable <i>Describe your relevant experience outside CO that has prepared you to be a Trip Leader. Relevant experience may be from a professional outdoor job, as an RA, etc.</i> ✓ Pass a check-off trip, scheduled with pro-staff ✓ Be checked off by pro staff on the 10+1 Skills: <ol style="list-style-type: none"> 1. Interpersonal Skills 2. WFR Certification 3. Policy Articulation 4. Driver Cleared 5. Trailer Cleared 6. Navigation 7. Rescue Skills 8. Camp Craft 9. Environmental Education 10. Professionalism 	<p>All Responsibilities listed under Assistant Leader PLUS:</p> <ul style="list-style-type: none"> ■ Serve as the primary Trip Leader, responsible for all elements of the trip (planning, packing, leading) ■ Plan trip itinerary and curriculum ■ Drive on trips ■ Run and/or oversee PTM ■ Pack trip gear and direct ALs/SCs on trip gear specifics ■ Complete all trip checklists ■ Facilitate and actively engage in leadership team goal setting and feedback ■ Write the PTR with the leadership team ■ Mentor ALs/SCs on your trip 	<p>All Responsibilities listed under Assistant Leader PLUS:</p> <ul style="list-style-type: none"> ★ CO pays 100% of the price for any trip on which you are asked to serve as a TL ★ Pay <ul style="list-style-type: none"> Paid a stipend daily rate on trips, with pay increases based on experience Paid hourly for eligible PTM and trip prep time Hourly pay increase for office/warehouse/trip prep work ★ Pro Deals discount on outdoor brands ★ Invited to attend leadership training trips ★ Free equipment rental from Sequoia warehouse <i>Eligible rental items only, other restrictions apply including that you must be an active member of the CO community</i> ★ Opportunity to mentor ALs/SCs ★ Opportunity to help lead Open House sessions
<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: 10px auto;">Trip Specialist</div>	<ul style="list-style-type: none"> ✓ Complete a Trip Preference Form for the current semester ✓ Possess a specific technical skill set needed for certain trips (Mushroom ID, Paddle Captain, Environmental Education, etc.) 	<p>All Responsibilities listed under Assistant Leader PLUS:</p> <ul style="list-style-type: none"> ■ Lead the activity for which you are a specialist 	<ul style="list-style-type: none"> ★ CO pays 100% of the price for any trip on which you are asked to serve as a Trip Specialist ★ Paid a flat rate stipend daily rate on trips