



## WILDERNESS FIRST RESPONDER INSTRUCTORS NEEDED

Dear Applicant:

Thank you for your interest in NOLS Wilderness Medicine. Attached you will find a copy of the position description with a list of requested application information for the Wilderness First Responder Instructor Training Course (WFR ITC). When organizing your resume, please emphasize and highlight the following areas:

1. Your level of medical, CPR and wilderness medical training (minimum WEMT with Professional CPR).
2. Your patient care experience. Please elaborate so that we may understand the scope of your experiences (number of patients, pre-hospital versus wilderness patient care, distance of evacuations, etc.).
3. Your wilderness experience, both personal and professional.
4. Your teaching experience, both outdoors and classroom.
5. Your availability to teach for NOLS Wilderness Medicine. Please be specific regarding blocks of time and times of the year. NOLS Wilderness Medicine expects an average annual commitment of 60 teaching days from new instructors.
6. Your home location. Priority will be given to applicants who are located in regions where NOLS Wilderness Medicine has the greatest need in any given year.

Please see the subsequent pages in this packet for more details regarding qualifications. Applications are requested on a regular cycle posted at the end of this document. We will review applications and conduct phone interviews with the most qualified candidates. Invitations to the WFR ITC in Lander, WY are extended to qualified candidates after each interview cycle. Please note, though the price has not yet been set, there will be a tuition charge to cover food, lodging and materials during the WFR ITC. As this course is very heavily subsidized, there are no scholarships available.

We look forward to welcoming some excellent new staff onto our team of wilderness medicine educators. Please don't hesitate to contact us if you have any further questions.

Sincerely,

The NOLS Wilderness Medicine Staffing Department  
[Wilderness\\_medicine\\_itc@nols.edu](mailto:Wilderness_medicine_itc@nols.edu) 866-964-6657

## **NOLS Wilderness Medicine Wilderness First Responder Position Description**

NOLS Wilderness Medicine Wilderness First Responder (WFR) Instructor Training Course (ITC) graduates teach courses ranging in length from two to thirty days on a year-round basis.

Teaching seasons may be arranged to fit other seasonal employment schedules. However, highest consideration will be given to applicants who are available during the busiest teaching months, which stretch from January through late June. Though staffing plans are regionally centered, instructors may be expected to teach throughout the United States. Teaching days vary from 8 - 12 hours and may include evenings. NOLS Wilderness Medicine asks new instructors to commit to at least 60 days of teaching per year for a minimum of 3 years. This will include a mix of two, three, and ten-day courses. 30-day WEMT courses are also an option for the interested candidate.

### **Responsibilities and Travel Opportunities**

The life of a NOLS Wilderness Medicine instructor includes traveling long distances to course locations and dealing with a variety of living situations. In addition to providing outstanding and thorough lectures on medical topics and supervising students' hands-on learning, responsibilities will also include collecting course fees, keeping accurate paperwork, collaborating with course sponsors, managing challenges and overseeing course equipment.

In addition to meeting the basic qualifications, NOLS Wilderness Medicine instructors are expected to have excellent interpersonal skills, to be apt at creating analogies and metaphors, and to be great storytellers. A deep and abiding respect for colleagues, for NOLS Wilderness Medicine's philosophy, and for students is requisite. A sense of humor, including the ability to laugh at oneself, is paramount.

### **Qualifications**

#### **Education**

- College degree preferred.
- Wilderness EMT (or RN, PA, MD or similar training with current WFR) required.
- A WFR, WFR Recert or higher course within the past **two** years required.
- Professional level CPR certification is required.

#### **Medical Background & Patient Care**

- Significant patient contact experience – successful instructors have cared for a wide range of patients.
- This might be demonstrated through involvement with ambulance, ski patrol, military medic, emergency room, critical care, SAR organizations or significant patient care provided in backcountry environments.

#### **Outdoor Background**

- Several seasons leading extended trips for youth or adults in wilderness settings.

#### **Teaching Experience**

- Teaching experience with adult learners in an outdoor education setting or classroom.
- Experience teaching emergency medicine is a plus.

#### **Other**

- Since NOLS Wilderness Medicine courses are run primarily in the US, applicants must be able to read, write, hear and speak fluent English.
- Applicants must have reliable personal transportation and a good driving record.
- Part of the responsibility is transporting gear between courses, so a vehicle with some cargo space is preferred.

### **Benefits**

Competitive salary: \$141 to \$269 per day plus travel and living expenses when traveling to courses. A limited number of year-round, benefited teaching positions are available.

### **FAQ's**

- *Does taking the WFR ITC certify me to teach WFR courses on my own?*  
No. The goal of the WFR ITC is to increase the number of instructors working for NOLS Wilderness Medicine.
- *Will you move my application into the WFA ITC pool if it seems I'm a better match there?*  
Yes. If your application is a better match for a different ITC pool, we'll contact you and move it accordingly.
- *How many spots are available on the WFR ITC?*  
We will offer spots to the number of qualified candidates to whom we can offer regular work.
- *Is the process any different for current NOLS employees?*  
No. However, current NOLS employees planning to apply to the ITC should schedule a time to speak with the ITC Coordination team prior to submitting a cover letter and resume.
- *Can I host a WFR ITC at my location?*  
No. We conduct the ITCs in Lander, WY in order to introduce potential employees to the support systems available at the NOLS headquarters.
- *My application did not yield an interview this year. What's next? Should I re-apply?*  
It is not uncommon for applicants to apply multiple times over the course of a few years. Our needs continue to evolve as we expand into different regions. Additionally, we are committed to investing in our applicants in the form of feedback at every stage of the process. We encourage applicants to reach out with questions about where they stand in the process.

### **WFR Instructor Training Course Application Process**

*Email an application package (in .pdf format) to:*

ITC Program Coordinator  
NOLS Wilderness Medicine Institute  
wilderness\_medicine\_itc@nols.edu

*The application package must include:*

- A cover letter describing yourself, why you strive to teach wilderness medicine for NOLS Wilderness Medicine, your anticipated home base, and your teaching availability.
- A current resume highlighting your medical, teaching and wilderness trip leading experience.
- Three references who can comment on your teaching abilities.

Following an application review, qualified applicants receive a phone interview. Offers to attend the WFR Instructor Training Course (WFR ITC) will be made to the most suitable applicants after interviews are completed. We will assess candidates at all stages of the ITC selection process. At the end of the WFR ITC, employment contracts are extended to participants who demonstrate competence. Ongoing evaluations occur after each course contract.