LandSea Leader Position 2023

**GENERAL OVERVIEW**

LandSea is the College’s optional outdoor pre-orientation program, which began in 1973. The program uses adventure and outdoor activities to encourage friendship and community-building, and to facilitate participants’ and leaders’ growth in the areas of leadership, teamwork, interpersonal communication, personal initiative and problem-solving. This year we will be offering LandSea programs in two locations: Pretty Lake Camp outside of Kalamazoo, MI for a camp-based experience and in the Adirondack State Park in upstate NY for Basecamp and Expedition programs. Leaders may apply for one of the following roles:

* **LandSea Kalamazoo Leader**
  + Program experiences combine elements of outdoor living, canoeing, ropes courses, biking, and other outdoor activities, reflection and service on a 5-6-day outdoor program at Pretty Lake Camp outside of Kalamazoo, Michigan
* **LandSea Adirondack: Basecamp Leader**
  + Program experiences combine elements of base camping at Massawepie Camp, backpacking, canoeing, rock climbing, rappelling, hikes, reflection and service on a 16-day outdoor program in the Adirondack Mountains of New York State
* **LandSea Adirondack: Expedition Leader** 
  + Program experiences combine elements of backpacking, expedition canoeing, rock climbing, rappelling, peak hikes, reflection and service on a 16-day wilderness program in the Adirondack Mountains of New York State

For more information about the LandSea program, please visit <https://landsea.kzoo.edu/for-participants/landsea-overview/>

For more information regarding the different LandSea leader positions this summer, please visit <https://landsea.kzoo.edu/for-leaders/>

**IMMEDIATE SUPERVISOR**

Outdoor Programs Director & Assistant Director

**RESPONSIBILITIES**

* Attend all required trainings (provided at no cost to LandSea Leaders), including:
  + Required trainings on leadership, facilitation, group management, etc. (see table below for more details)
  + Maintain or obtain required medicine or wilderness medicine certification (training and certification provided at no cost to leaders, see table below for more details or visit <https://landsea.kzoo.edu/for-leaders/training-program-dates/> for more info)

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|  | **Kalamazoo Leader** | **ADK Basecamp Leader** | **ADK Expedition Leader** |
| **Basic First Aid & CPR**  In Kalamazoo  To be scheduled with directors during spring term | Required | - | - |
| **Wilderness First Aid**  On-campus  4/29-30 | Optional | Required | Required |
| **Expedition (Backpack & Canoe) Training Trip** | Optional | Optional, Highly recommended | Required |
| **Wilderness Advanced First Aid**  On-campus  6/19-20 | - | Optional | Required |
| **Wilderness First Responder**  On-campus  6/21-24 | - | Optional | Required for eligibility to lead more challenging backcountry routes |
| **Kzoo Program-Specific Training**  Pretty Lake Camp, MI  8/27-30 | Required | - | - |
| **ADK Program-Specific Training**  Massawepie Camp, NY  8/5-18 | - | Required | Required |
| **Gear Day (Unpack/clean)**  On-campus  9/6 | Required | Required | Required |

**RESPONSIBILITIES, continued**

* Serve as a trip leader and mentor to incoming Kalamazoo College students, including:
  + LandSea Adirondack: Co-lead a group of 6-8 first year students on a 16-day outdoor pre-orientation program, including backpacking, canoeing, a solo experience, and service projects
  + LandSea Kalamazoo: Co-lead one to two sessions of groups of 6-8 first year students on a 5-6 day outdoor pre-orientation program, including camping, canoeing, hiking, various outdoor activities, a solo experience, and service projects at Pretty Lake Camp in Kalamazoo
  + Know and adhere to LandSea, Kalamazoo College and land management agency policies
  + Promote and maintain a positive learning environment and the physical and emotional safety of co-leaders and participants
  + LandSea Kalamazoo: Know outdoor living skills or be motivated to learn them and to teach those skills to others
  + LandSea Adirondack: Know wilderness travel skills or be motivated to learn them and to teach those skills to others
  + Manage medical and behavior issues
  + Act as a positive role model within a patrol; appropriately represent LandSea and Kalamazoo College

**QUALIFICATIONS**

* Full time student at Kalamazoo College (or recently graduated) (if you are not currently a full-time student but plan to return in Fall 2023, please contact us – you may still be eligible)
* Must be able to perform physical duties related to LandSea activities including hiking, canoeing, and outdoor living
* Experience with or enthusiasm for working in small leadership teams
* Ability to remain flexible in a changing environment
* Desire to acquire and learn preferred qualifications
* Know outdoor living skills or be motivated to learn them and to teach those skills to others

**PREFERRED QUALIFICATIONS**

We feel that the ideal outdoor leader has competencies in each of the following areas. We do not expect all applicants to have experience in all listed skill areas, but seek applicants who are motivated to learn and gain experience in the following areas by way of trainings and workshops offered by K-College departments and LandSea leader trainings.

* Environmental – Leave No Trace, plant and animal identification, Michigan ecosystems, natural history
* Diversity & Inclusion – understanding of multiple cultures, power & identity education, using inclusive language, intercultural communication
* Health & Wellness – Wilderness medicine trainings and certifications, mental health awareness, nutrition, injury prevention
* Instruction – knowledge of learning styles, experiential teaching strategies, teachable moments, creating positive learning environments
* Leadership – Experiences in leadership positions, facilitation techniques, leadership styles, creating positive group norms
* Technical – canoeing, outdoor living, backpacking, hiking, map and compass

**COMPENSATION**

**The LandSea Leadership position is a paid position**.

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| **Years of Being a Leader** | **Program Leading** | **Stipend Amount** |
| First Year Leading | LandSea Kalamazoo | $300 |
| Returning Leader | LandSea Kalamazoo | $400 |
| First Year Leading | LandSea Adirondacks | $1000 |
| Returning Leader | LandSea Adirondacks | $1200 |

There are also many elements of the LandSea Leader Position that students will find of additional value including a number of professional-level trainings and certifications provided at no cost to Leaders:

* **All food and lodging** will be provided to Leaders during trainings and LandSea, including:
  + First Aid and Wilderness Medicine Training
  + June Expedition Training
  + Additional Program-Specific Leader Training in August
  + LandSea Program
  + Note: Leaders may be responsible for coordinating their own food and lodging for times that fall outside of the activities listed above.
* **Transportation** will be provided to and from all trainings and programs. This includes transportation to New York at the beginning of Adirondack Leader Training and back to Kalamazoo at the conclusion of the program.
* The LandSea Leader Position results in obtaining several **nationally-recognized trainings and certifications** provided at no cost to leaders, including:
  + **Basic First Aid & CPR** certification from American Red Cross (all leaders)
  + **Wilderness First Aid, Wilderness Advanced First Aid, and/or Wilderness First Responder** certification from SOLO Wilderness Medicine ($200-$600 value, Adirondack leaders)
  + **Anaphylaxis & Epinephrine Auto-Injector** certification from the American Red Cross ($50 value)
  + **Leave No Trace Trainer** during the Spring Break Training ($70 value)
  + The **Paddle Training** during the Adirondack Program-Specific Training is taught to the curriculum standards of the **American Canoe Association’s Level 1 Introduction to Canoeing course**.
* Leaders will have access to **professional purchase opportunities** with a variety of outdoor equipment manufacturers at a savings of 10%-50% off of retail pricing.
* Upon successful completion of the LandSea Leadership Internship students will earn a 0.2 **Physical Education credit**.

**CONTACT**

Jory Horner & Jess Port

Director & Assistant Director Outdoor Programs & LandSea

[OutdoorPrograms@kzoo.edu](mailto:OutdoorPrograms@kzoo.edu) | 269.337.7357

landsea.kzoo.edu

**WHAT WILL I LEARN AND GAIN FROM LEADING LANDSEA?:**

**LEARNING OUTCOMES AND TRANSFERRABLE SKILLS**

Whether you plan to work in the outdoor field in the future or not, the LandSea Leader Position provides many transferrable skills to other careers and fields of work!Many of these align with competencies associated with career readiness from the National Association of College and Employers (<http://www.naceweb.org/career-readiness/>)

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| CRITICAL THINKING & PROBLEM SOLVING | TEAMWORK & COLLABORATION | LEADERSHIP |
| * Exercise sound reasoning to analyze issues, make decisions, and overcome problems * Obtain, interpret, and use knowledge, facts, and data in problem-solving process | * Build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, religions, lifestyles, viewpoints * Work within a team structure * Negotiate and manage conflict | * Leverage strengths of others to achieve common goals * Use interpersonal skills to coach and develop others * Assess and manage one’s emotions and those of others * Use empathetic skills to guide and motivate * Organize, prioritize, and delegate work |

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| PROFESSIONALISM  & WORK ETHIC | CAREER MANAGEMENT | INTERCULTURAL FLUENCY |
| * Demonstrate personal accountability and effective work habits, e.g. punctuality, working productively with others, time management, non-verbal communication * Demonstrate integrity and ethical behavior * Act responsibly with interest of large community in mind * Learn from one’s own mistakes | * Identify and articulate one's skills, strengths, knowledge, and experiences relevant to career goals * Identify areas necessary for professional growth * Navigate and explore job options * Understand and can take steps necessary to pursue opportunities * Understands how to self-advocate for opportunities in workplace | * Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, religions * Demonstrate openness, inclusiveness, sensitivity, and ability to interact respectfully with all people * Understand individuals’ differences |

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| ADDITONAL VALUABLE SKILLS & EXPERIENCES |
| * Outdoor living skills * Map and compass navigation * Trip and program planning * Canoeing, paddling strokes, and canoe rescue techniques * Rock climbing and belay instruction * Developing good judgment and decision-making * Wilderness medicine and evacuation procedures * Risk management and hazard mitigation * Expedition behavior and developing positive group norms * Mental health first aid * Responding to issues of sexual misconduct and Title IX reporting requirements * Group dynamics and group development * Leadership roles, leadership styles and situational leadership * Teaching and developing lesson plans * Giving and receiving feedback |