Instructor Requirements and Pay Scale - Ontario

Revised 2011

*Note on previous experience "field weeks": When calculating previous experience we are interested in how much experience you have leading groups in a wilderness environment and how many weeks in the field that adds up to. One "field week" equals between 4-7 continuous days in the field. Although day trips (or trips up to 3 days in a row) add to your personal experience and judgment they do not count towards field weeks.

Assistant Instructor

Rate: $115/day

An instructional staff member who is in a learning role. They accept responsibility for the welfare and instruction of participants, assist with direction and guidance from the Instructor or Lead Instructor. Whenever possible an Assistant Instructor will work with a Lead Instructor. When this is not possible an Assistant Instructor may work with an Instructor.
Ability to deliver 40% of the course components on pg. 12-13 of the OBC Instructor Manual.

Certifications: Minimum **current** certification requirements:
Wilderness Advanced First Aid -40 hr (80hr WFR is preferred for wilderness programs), CPR.
Criminal Reference check, F class/class4 driver's license (preferred).
See Additional Qualifications Relating to Terrain.

Experience: Experience working with youth, **minimum** 30 days/6 field weeks previous experience on extended wilderness trips in a leadership role (camp or outdoor education center) and attend OB Instructor Trainings.
Or
Recommended graduate from the Outward Bound Canada Instructor Development Program (IDP), with additional leadership, teaching or facilitation experience.

Recommendation:

- ☐ Two positive recommendations by previous employers.
  Or
- ☐ Recommendation by both Instructors from their IDP.

Instructor:

Rate: $130/day

An instructional staff member who can act independently and accepts responsibility for the welfare and instruction of participants in terrain they are qualified to work in. The ability to deal with unpredictable non-routine situations is essential. They may need to work in a mentoring role with Assistant Instructors.
Instructors may work with another Instructor and when possible should have the opportunity to work with a Lead Instructor. Instructors must have advanced good group management and facilitation skills, and training or experience relating to the terrain they work in (I.e. River Management, Mountaineering, etc).
Ability to deliver 75% of course components on pg. 12-13 in the OBC Instructor Manual.

Certifications: Minimum **current** certification requirements:
Wilderness First Responder -80 hr, CPR, Criminal Reference check, F class/class4 driver's license. *See Additional Qualifications Relating to Terrain.*

Experience: Minimum 40 field days/7 field weeks as an OB Assistant Instructor for "wilderness programs" attend OB Instructor Trainings; actively engage in discussions during trainings, actively working on their personal development plan for the current season(s).
Or
100 field days/ 13 field weeks leading/guiding extended wilderness trips for other organizations and experience in group adventure facilitation. A working knowledge and experience with Outward Bound philosophy and methodology.
Recommendation:

- ☐ Recommendation by an Instructor or Lead Instructor they have worked with.
- ☐ Recommendation by an OBC Program Manager or Director.

Lead Instructor:

Rate: $150/day

An instructional staff member who can act independently and accepts responsibility for the welfare or instruction of participants in all course areas. Has the ability to deal with unpredictable non-routine situations. Routinely works in a mentoring role with less experienced Instructors and Assistant Instructors. Ability to operate within and provide direction to peers surrounding performance based training and assessment guidelines.
Ability to deliver 100% of course components on pg. 12-13 of the OBC Instructor Manual.

Certifications: Minimum **current** certification requirements:
Wilderness First Responder (80 hr.), CPR, Criminal Reference check, F class/class4 driver's license.
See Additional Qualifications Relating to Terrain.

Expectations: Have worked a min. of 3 full seasons in the "Instructor" position (min. 80-100 field days/) for Outward Bound. Attend OB Instructor Trainings. Hold advanced level certifications or equivalent in the terrain type they work in. Experience working asset building/ at risk youth programs. Actively lead discussions during trainings, actively working on their personal development plan for the current season(s).
Demonstrated understanding and ability to articulate Mission and Philosophy of Outward Bound. Demonstrated experience and competency in running Outward Bound wilderness based expeditionary programs. Demonstrated competence and ability to work in a lead role with OB Assistant Instructors in the following areas:

- The Outward Bound Process Model
- Risk Management skills
- Teaching skills
- Professionalism
- Interpersonal Skills
- Facilitation Skills
- Behavior management and crisis intervention
- Course preparation and wrap-up procedures

Recommendation:

- ☐ Recommendation by a Lead Instructor they have worked with.
- ☐ Recommendation by an OBC Manager/ Director.

Additional Levels:

Master Instructor

Rate of Pay: $175-$200/day

A Lead Instructor with 10+ years field experience (120+ field weeks), and extensive experience (5+ years) as an Outward Bound Lead instructor. Has a strong ability to train and mentor other staff, certification level or equivalent skills and experience (i.e. ORCKA/Paddle Canada Instructor Trainer, SGABC/Paddle Canada Instructor/Guide Trainer, ACMG Guide Trainer, OB Staff Trainer), and a proven field record.
Master Instructor status will be assessed by the Program Director.

Note on Pay Rates:

Ontario: All instructor rates are eligible for an additional $10/day for Advanced Instructor Level Certification in Moving Water or Canoe Tripping.
All pay rates are based on the assumption that pre and post-course room and board is **not** being provided by Outward Bound Canada.

Note for non-Wilderness Terrain:

Staff hired for programs operating in non-wilderness terrain (i.e. **Front country** campground in a Provincial or National Park, Urban programs, etc.) that do not possess the outlined min. Wilderness Terrain qualifications must be approved by a Program Director.

Additional Qualifications Relating to Wilderness Terrain:

				White Water	Sea Kayak	Mtns.	Mtns.	Mtns.	Mtns.	OB	OB	Avalanche	Interp.

Abbreviations

WFR: Wilderness First Responder (80hr)

BC: Bronze Cross

NLS: National Life Saving Award

WWC2: White-water Canoe Level 2 (Paddle Canada, ORCKA / ARCA, etc.)

SK2: Sea Kayak Level 2 (Paddle Canada, ORCKA / ARCA, etc.)

SKAG: Sea Kayak Assistant Guide (certification from recognized association)
Mtns: Mountain Programs
ACMG: Association of Canadian Mountain Guides

AHG: Assistant Hiking Guide

ASG: Assistant Ski Guide

AAG: Assistant Alpine Guide

TRCI: Top Rope Climbing Instructor
OB: Outward Bound
WC: Outward Bound Winter Camping

DS: Outward Bound Dog Sledding

CAA-1: Canadian Avalanche Association Level 1

IGA-A: Interpretive Guides Association Apprentice

	WFR	BC or NLS	Previous Experience	WWC2	SK2 or SKAG	ACMG AHG	ACMG AAG	ACMG ASG	ACMG TRCI	WC	DS	CAA-1	IGA-A
Flat-water Canoeing	x	x	x										
White-water Canoeing	x	x	x	x									
Backpacking	x		x										
Mountain Travel (Backpacking)	x					x							
Mountaineering	x						x					x	
Rock-climbing (within National Parks)	x								x				
Rock-climbing (outside National Parks	x		x										
Ski Mountaineering	x							x				x	
Sea Kayaking	x	x			x								
Winter Travel (snowshoe & dog sledding	x									x	x		

Components on an Outward Bound Course

(from pg. 12 & 13 of the Instructor Manual)

OB History, philosophy objectives
Student goals & expectations
Inst. goals & expectations
Meal Circles, readings, evening meetings
One-on-one interviews at the start and end of course
Briefings & debriefings of activities
Games & Fun
Safety- physical
    Rules/ policies
    Personal protection equipment (pfd's, helmets & harness, etc.)
Rescue drills (canoe over canoe, kayak wet-exit, self arrests, etc.)
    Staying warm & dry
    Personal hygiene
    Lost & alone
    First-aid kit review
    AR review
Lightening drill
Sat. phone
Safety- emotional
    Group contract
    Non-negotiable (violence, sex, drugs & alcohol)
Swimming
    Swim eval.
    Cold water immersion
Group development skills
    Decision-making
    Conflict resolution
    Leadership
    Goal setting
    Problem solving
Camping skills

- Pack/ boat packing
- Tents
- Tarps
- Leave no Trace (LNT)
- Fire building
- Stoves
- Kitchen
- Sleeping warm & dry
- Animal proofing

Navigation
- Map reading & orientation
- Compass

First Aid review
- Bleeding, Shock, Head injuries, Anaphylactic shock, Heat stroke/ exhaustion, Hypothermia
- Specific environmental hazards on route

Connection with the Land
- Environmental activities
- Transference activities

Youth Courses must also include:
- Group duty/ chore list
- Tent rotations
- Partner rotations (canoeing, kayaking, climbing, dog sledding)
- Daily routine
- 8 hours of sleep as often as possible

Common Additional Components:

Rock Climbing
Ropes Course
Solo
Service
Course end run
Gear clean up
Banquet
Pin ceremony