



Adventure Facilitator Job Description

Position Title: Adventure Facilitator
Department: Adventure
Reports Directly To: Adventure Manager

Directly Supervises: N/A
Date: 04.21.25

BACKGROUND

NorthBay Education is a non-profit organization providing large-scale, innovative education programs to public school students. Headquartered in North East Maryland, NorthBay is the largest program of its kind, serving middle school students from Maryland and surrounding states with the goal of transforming lives and inspiring action by fundamentally changing the way students experience and engage in education.

NorthBay is seeking Adventure Facilitators to run the adventure activities/elements on campus. Adventure Facilitators assure the constant safety and overall supervision of students or guests attending NorthBay, ensuring a fun, safe, positive experience for all guests. School-year hours are typically 9am -6pm for staff over the age of 18, and 3pm – 6pm during weekdays, 1 – 5pm on Saturdays with occasional nights or Sunday afternoons based on guest group requests for staff under the age of 18.

NorthBay is looking for a highly motivated, personable individual with excellent communication skills and attention to detail. The successful candidate will be a motivated self-starter who can work independently and effectively within a team. The candidate will maintain a positive, friendly and professional attitude and demeanor for all students, guests and staff on campus.

ESSENTIAL DUTIES AND RESPONSIBILITIES: Other duties may be assigned.

- Contributing to NorthBay's values of making everyone feel welcome on campus.
- Responsible for the safe operation of all Adventure Activities. Adventure Facilitator helps to support and affirm students or guests in their decision making process, always practice the model of "Challenge by Choice", and help students or guests gain confidence in a fun and safe environment.
- Responsible for being prepared to work each day in punctual matter.
- Ensure a safe and fun atmosphere for kids.
- Run assigned activities in a safe manner, including but not limited to: Indoor/Outdoor Rock Climbing Wall, Zip Lines, Waterfront, Gym, and Ropes Course.
- Assist with needs as emergencies arise. Specific roles as assigned to you.
- Attend daily meeting to make sure everyone is on point and ready to go.
- Attend regular trainings and retraining.
- Act in a courteous, professional manner at all times.
- When elements are not running, assist in maintenance and upkeep of NorthBay facilities - ie: yardwork, light carpentry and custodial assistance.

SKILLS/QUALIFICATIONS:



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- Strong interpersonal skills
- Strong verbal and written communication skills
- Ability and willingness to work from platforms/heights
- Physical ability to self-rescue from high ropes course
- Able to sustain a high-level of outdoor activity for an extended period of time
- Ability to follow directions with great attention to detail and safety
- Ability to occasionally lift/move up to 50 pounds