



CHESAPEAKE BAY  
OUTWARD BOUND SCHOOL



# CHALLENGE COURSE FACILITATOR TRAINING & ONBOARDING BALTIMORE INFOSHEET

Baltimore – March 23, 2026

## OVERVIEW

This infosheet outlines the training, onboarding, and work expectations for **Spring 2026 Challenge Course Facilitators based at the Chesapeake Bay Outward Bound School's Baltimore campus**. It details required training dates starting March 23, the progression from orientation through Challenge Course 101 and Day Program Co-Facilitation, and the criteria to promote into independent facilitation. You'll also find an overview of the part-time, local nature of the role, how it compares to the Expedition & Challenge Course Instructor pathway, and answers to common questions about schedule, location, housing, safety, and day-to-day responsibilities.

## SEASON START & WORK EXPECTATIONS

- **Spring Cohort Contract:** Late March–early November (Start Date: March 23rd)
- **First Student Programs:** Begin early April (after initial training)

## KEY TRAINING DATES

The schedule below outlines the **required** training dates and onboarding milestones for new Chesapeake Bay Outward Bound School (CBOBS) Challenge Course Facilitators based in Baltimore. Please review carefully before applying — these dates are **non-negotiable**.

*(All training is at the Baltimore location unless otherwise noted)*

DATE(S)	TRAINING	DESCRIPTION	REQUIRED FOR
<b>Mar 23–25</b>	New Staff Orientation	Welcome to CBOBS! Includes HR paperwork, intro to policies & team culture, and online training modules.	All New Staff
<b>March 26-27</b>	Driver training	Online & practical vehicle operation and maintenance training.	All New Staff
<b>Mar 30–Apr 3</b>	Challenge Course 101	Technical skills for our high ropes course and facilitation basics. Learn the fundamentals of facilitating Day Programs at CBOBS	All New Staff
<b>Various (April–May)</b>	Day Program Co-Facilitation	Build your facilitation skills by working with a co-facilitator.	All New Staff
<b>Various (Seasonal)</b>	Workshops & Skills Trainings	Ongoing classroom-style skill-building.	All New Staff

You are eligible to promote to the role of **Facilitator** and **independently facilitate Day Programs** when you have:

- **Background check** cleared
- **First Aid/CPR + Epi Pen Training** on file
- **Completed CC101 and Day Program Co-Facilitation Training**
- **Essential Skills Checklist sign-off** documented

## FIND YOUR ADVENTURE: INSTRUCTOR OR FACILITATOR?

The chart below is designed to help you cross-reference program types and explore potential career pathways. If you're interested in expeditions, please review the Expedition & Challenge Course Instructor position [\[link\]](#).

EXPEDITION & CHALLENGE COURSE INSTRUCTOR	CHALLENGE COURSE FACILITATOR
<p><i>Training Commitment</i></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> New staff orientation</li> <li><input checked="" type="checkbox"/> New Staff Travel (NST)</li> <li><input checked="" type="checkbox"/> Challenge Course 101</li> <li><input checked="" type="checkbox"/> Expedition Co-Instructing</li> <li><input checked="" type="checkbox"/> Day Program Co-Facilitation</li> </ul>	<p><i>Training Commitment</i></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> New staff orientation</li> <li><input type="checkbox"/> New Staff Travel (NST)</li> <li><input checked="" type="checkbox"/> Challenge Course 101</li> <li><input type="checkbox"/> Expedition Co-Instructing</li> <li><input checked="" type="checkbox"/> Day Program Co-Facilitation</li> </ul>
<p><b>Contract Term:</b> Spring Cohort- (March-Nov) Summer Cohort- (June-Nov)</p>	<p><b>Contract Term:</b> Spring Cohort- (March-Nov) Rolling Basis as needed</p>
<p><b>Schedule:</b> Full-season immersion with extended back-to-back trips</p>	<p><b>Schedule:</b> Local, part-time flexibility</p>

## FREQUENTLY ASKED QUESTIONS (FAQ)

*This job is intense, immersive, and intentionally designed to prepare you for the realities of the role. Every phase builds your skills in youth development, safety, facilitation, and leadership so you can deliver life-changing programs to our students. Please review the FAQ's below to gain a better understanding of logistics and your responsibilities.*

### Is attendance at training required?

Yes. Participation in all required training sessions is mandatory. Missing any portion may make you ineligible to start work as a facilitator.

### Will I need to work on weekends?

Occasional weekend programs may book and scheduling will be based on availability.

### Are there responsibilities beyond training and program facilitation?

Some additional work may be available when large Expeditions require additional drivers or logistics support roles, but your primary and required responsibilities are training, preparing for programs, and facilitating programs. Other tasks related to supporting programming may be required, such as mulching or ground maintenance, gear inspection, or equipment cleaning and organizing.

### **Where is training held?**

Most training takes place at our location at Leakin Park in Baltimore. Occasional training will be held at our DC basecamp at THEARC to work with our DC facilitators. When traveling to DC for work, transportation will be available for staff.

- Baltimore address- 1900 Eagle Drive, Baltimore, MD 21217(Leakin Park)
- DC address- 1801 Mississippi Ave SE, DC 20020 (THEARC)

### **Is parking or public transit available?**

Yes. Free on-site parking is available at basecamp. The site is also accessible by public transit (city buses).

### **Is housing provided?**

Baltimore: Staff housing is available to any seasonal staff member who is not in a 12-month or administrative role. That includes day-program-only staff.

We'll confirm placement and length of stay once an offer letter is signed.

### **What are the typical hours for training days?**

Approximate times for planning purposes:

- **Workshop trainings:** 9:00am to 5:00pm
- **Day program Co-Facilitation days:** Variable hours, typically no longer than 7:45 - 4:30, but could change based on program needs.

### **Are meals provided?**

During regular work days, NO, meals are not provided.

During training, meals may be provided. You'll be told in advance if CBOBS is providing lunch; otherwise bring your own.

### **What safety protocols do you follow?**

Our safety practices are guided by federal, state, and local requirements and modeled after ACCT International's industry standards. We also follow Outward Bound's national safety policies, while CBOBS maintains its own charter and local procedures tailored to our specific programming. Outward Bound is recognized as a leader in safety within the outdoor industry because we foster a culture of continuous learning through incident reporting and analysis. Staff are trained to work within these standards, identify risk early, and make proactive decisions to keep programs safe.

## What will my hands-on training look like during Day Program Co-Facilitation?

- After classroom training, you will receive hands-on, experiential learning opportunities to continue building foundational facilitation skills. You will work side by side with experienced Facilitators for 8 program days, following an intentional structure that guides you to take on more responsibility during each program and provides space for feedback from your co-Facilitator. By the 8th program, you will be leading the entire day as your co-Facilitator observes and supports you.
- **Physical activity:**(with or without reasonable accommodation) includes walking/hiking on uneven terrain, carrying **10-25 lb** packs, supervising students up to 7 hours, and working outdoors in varied weather.

## Do Challenge Course Facilitators also lead expeditions?

No, Challenge Course Facilitators do not lead overnight Expeditions. Applicants seeking overnight expedition work should apply for the **Expedition and Challenge Course Instructor** role, which involves leading both Day Programs and overnight Expeditions.

## What should I expect after the training period?

After completing the 8-program Co-Facilitation training period, you will be promoted to Instructor and begin solo-Facilitating with a Crew of 8-12 participants.

Schedules are posted 2 weeks ahead of time, though assignments may vary week to week. Programs may not run every day of the week.

- **Mondays: Day Program Prep**
  - Write curriculum plans and participate in professional development opportunities.
    - Typically 1:00 PM - 5:00 PM
    - Sometimes 10:00 AM - 5:00 PM (for busier weeks or to address strategic professional development needs)
- **Tuesdays - Fridays: Facilitate programs**
  - Shifts are typically no longer than 7:45 AM - 4:30 PM (depending on program length, some may be shorter or have shifted hours)
  - Although New Staff will learn the fundamental skills of challenge course facilitation during their training period, the most thorough and personalized challenge course high element training will take place once you begin solo-Facilitating.
- **Weekends: Facilitate programs**
  - Occasional weekend programs may book and scheduling will be based on availability.

## QUESTIONS?

Email us at [jobs@outwardboundchesapeake.org](mailto:jobs@outwardboundchesapeake.org). Include the **job title** you are applying for and your **city preference** (Baltimore/DC).