



CHESAPEAKE BAY
OUTWARD BOUND SCHOOL

EXPEDITION & CHALLENGE COURSE INSTRUCTOR TRAINING & ONBOARDING BALTIMORE INFOSHEET

Baltimore – March 23, 2026 or June 15, 2026

OVERVIEW

This infosheet outlines the **2026 training, onboarding, and seasonal work expectations for Expedition & Challenge Course Instructors based at Chesapeake Bay Outward Bound School's Baltimore campus**. It details key dates for both the Spring and Summer cohorts, including New Staff Orientation, Challenge Course 101, New Staff Travel (overnight expedition-style training), Expedition Co-Instructing, and Day Program Co-Facilitation, along with the requirements to promote into Facilitator and Assistant Instructor roles. You'll also find answers to common questions about schedule, housing, safety practices, field expectations, and how your work will rotate between day programs, logistics support, and multi-day expeditions throughout the season.

SEASON START & WORK EXPECTATIONS

- **Spring Cohort Contract:** March–November (Start Date: March 23rd)
- **Summer Cohort Contract:** June– November (Start Date: June 15th)
- **First Student Programs:** Early April (after initial training).

KEY TRAINING DATES

This schedule outlines the *required* training dates and onboarding milestones for new Chesapeake Bay Outward Bound School (CBOBS) Instructors. 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 |
|---------------------------|-----------------------------|--|-----------------------|
| Mar 23–25 | New Staff Orientation | Welcome to CBOBS! Includes HR paperwork, intro to policies & team culture, and online training modules. | All New Staff |
| March 26-27 | Driver & Logistics training | Online & practical vehicle operation and maintenance training. Introduction to our logistics systems for gear and food. | All New Staff |
| Mar 30–Apr 3 | 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 |
| Apr 8–15 | New Staff Travel (NST) | Overnight, 8-day expedition-style training. Focus on field skills, risk management, and student engagement. | Expedition staff only |
| Apr 20–May 1 | Expedition Co-Instructing | Join a course as a “third” staff to observe and learn in the field. | Expedition staff only |
| Various (May–June) | Day Program Co-Facilitation | Day Program observation and facilitation progression. | All New Staff |
| Various (Seasonal) | Workshops & Skills Training | 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

You are eligible to promote after the training period to the role of Assistant Instructor when you have:

- **Background check** cleared
- **First Aid/CPR w/Epi Pen training** on file. A WFR is preferred but not required until you become a Lead Instructor.
- Completed **New Staff Travel Training**
- Completed 2-3 expeditions as a third instructor and Backpacking and Outdoor Skills Checklist.

FIND YOUR ADVENTURE: INSTRUCTOR OR FACILITATOR?

This chart is designed to help you cross-reference program types and explore potential career pathways. If you're interested in our part-time challenge course role, please review the Challenge Course Facilitator position [\[link\]](#).

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

Do Baltimore expedition instructors also lead day programs?

Yes. Baltimore expedition instructors are cross-trained and expected to lead both full-day Day Programs and multi-day expeditions. DC roles are day-program-only unless posted otherwise.

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 an instructor.

Will I need to work on weekends?

Often, yes. Our peak season programs run across weekends, so instructors should expect to work on Saturdays and Sundays as part of their regular schedule.

Are there responsibilities beyond training and leading courses?

Yes. Instructors may also be scheduled for logistics support days. These can include tasks such as transporting crews, delivering food and equipment, and assisting with other operational needs that keep programs running smoothly.

Where is training held?

Most trainings take place at our location at Leakin Park in Baltimore. Occasional training days will be held at our DC basecamp, THEARC, to work with our DC facilitators. When traveling to DC for work, there is free, on-site accommodations available for staff.

- Baltimore address- 1900 Eagle Drive, Baltimore, MD 20217 (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.

Washington, DC: No staff housing is provided.

We'll confirm placement and length of stay during onboarding.

What are the typical hours for training days?

Approximate times for planning purposes:

- **Workshop trainings:** 9:00 am to 5:00 pm
- **Full-day field trainings:** Starting at 7:00 am with overnights expected.
- **Overnight expeditions:** Begin in the morning on Day 1 and end late-afternoon on the final day (between 7 and 10 days)
- **Day Program Co-Facilitation days:** Variable hours, typically 7:45 am - 4:30 pm but could change based on program needs.

Are meals provided during training?

- **At basecamp (Baltimore):** Meals **may** be provided. You'll be **told in advance** if CBOBS is providing lunch; otherwise bring your own.
- **Overnights (NST/Co-Instructor Days):** **Group meals are provided** in the field.

What safety protocols do you follow?

Our policies and procedures are shaped by legal requirements and modeled after industry standards. We follow CBOBS policies and use incident reports when needed. Staff are trained to spot risk early and make proactive decisions to keep programs safe.

For New Staff Travel (NST) and Expedition Co-Instruction, what should I expect?

- **Overnights:** Will take place in wilderness settings.
- **Gear:** To make outdoor jobs more accessible, **CBOBS can provide any gear needed for the training period**, including **clothing, footwear, and basic camping gear**. Please note we can't provide **underwear** or **toothbrushes**. It's **recommended** (not required) that staff invest in personal gear over time, as you would be loaned the same gear our students use. Loaners may be available for program days as inventory allows. A detailed packing list is provided during onboarding.
- **Physical activity:** Expect active days that may include hiking 5-15 miles with a 45-60lb pack, camp setup, and outdoor skills practice. Training occurs in all weather conditions, so plan to be outside in heat, rain, or cold.

What should I expect after the training period?

- **Expedition Programming:**
 - **Spring Cohort Expeditions post-training:** 2-3 Open Enrollment courses (8-12 days)
 - Open Enrollment courses are longer, more intensive, and our students come from all over the country.
 - 12 Day expeditions have 2.5 days of prep & 8 day courses have 2 days of prep.
 - 12 Day courses are typically multi-element; they will begin with backpacking/canoeing/sea kayaking and then transition to a different course element or course area.
 - For certain course elements, like sea kayaking, you will be staffed as a third instructor for your first exposure to that course area due to the technical demands of those courses.
 - **Summer Cohort Expeditions post-training:** 1 Open Enrollment course (8-12 days), then transition to the Peer Leadership season
- **Day Programming:**
 - **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.

BOTH COHORTS PROGRAMMING: FALL (SEPTEMBER - NOVEMBER)

- **Peer Leadership (PL) Expedition programming:**
 - All PL courses are run with local school partners and mostly serve middle school students. They are 5 days- either backpacking or canoeing.
 - PL Prep is 2 days immediately before course.
 - Instructors can expect to be staffed on 3-4 PL courses in the Fall.
- **Day Programming:**
 - **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 be booked, and scheduling will be based on availability.
- **In Summary:** Your schedule will vary week to week but we provide schedules two weeks in advance. Throughout the season, you might spend one week or so on a 5-, 8-, or 12-day expedition, then have a few days off. The next week, you may support programs as logistics staff or facilitate a Day program. The next week, you could be assigned to another expedition, etc.

QUESTIONS?

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