



# HURRICANE ISLAND OUTWARD BOUND SCHOOL

## Lead Instructor (Costa Rica)

**Location:** Tres Ríos, Cartago Province, Costa Rica

**Status:** Exempt

**Reports to:** Outward Bound Costa Rica Program & Staffing Director (CRPD)

Hurricane Island Outward Bound School (HIOBS) is a non-profit educational organization and an independent member of the federated Outward Bound (OBUSA) national network. Our educational approach is rooted in the challenging and supportive environment of the outdoors and grounded in the science of learning development. The skills students learn on course help them demonstrate long-term outcomes that include self-actualization, social responsibility, and leadership. Our vision is a more resilient and compassionate world, with more resilient and compassionate citizens.

HIOBS operates courses in Maine, the Bahamas, and Central America.

### POSITION SUMMARY

The Lead Instructor is accountable for the safety, quality and educational effectiveness of the course. Primary responsibilities include supervising, teaching, and facilitating the student experience on base and on expedition, as well as mentoring and evaluating Instructors and other staff.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

- Ensure the delivery of Outward Bound mission, curriculum, and required course components
- Provide clear, engaging, sequential, progressive, and effective instruction in articulating course expectations, and present course curriculum that includes expedition and technical skills, Outward Bound history and philosophy, and Leave No Trace/Recreate Responsibly ethics.
- Responsible for course planning, including creation of educational and technical curricula, route planning, food and equipment organization/packing.
- Develop a professional relationship with each student and provide positive as well as constructive feedback.
- Train and mentor co-Instructor(s) throughout the course.
- Continually assess if course is meeting student/educational outcomes and adapt if necessary.
- Maintain flexibility, employ a variety of appropriate leadership styles, and be responsive in the face of change.
- Role model by maintaining a professional appearance and a positive attitude; create an inclusive, culturally competent and student focused living and work environment; and ensure students understand and abide by the Commitment to Excellence.
- Maintain a calm and upbeat attitude and have ability to manage self and others in stressful situations.
- Provide clear, effective, and timely communication (written and verbal) with the Instructor, Program Coordinator, Course Director and other staff. Consistently strive to give and receive feedback with co-workers and supervisor.
- Actively participate in pre- and post-course activities including briefs/debriefs, as well as evaluations of students, co-worker, Program Coordinator, Course Director, and other staff.
- Responsible for the timely completion of pre- and post-course paperwork.
- Actively involved in developing and working on personal and professional goals, and improving technical and interpersonal skills

## **SAFETY AND RISK MANAGEMENT**

- Continually monitor and assess hazards, train students to manage risk appropriately, and safely managing student safety and well-being
- Consistently role model and teach best practices of self-care, hygiene, and safety attentiveness
- Manage a student group and all emergencies
- Locate and use emergency equipment and communication systems in the event of an emergency
- Adhere to all local operating procedures, safety policies, and emergency procedures outlined in the staff handbook and field staff manual
- Report safety concerns and any incidents to supervisors and base staff

## **KNOWLEDGE AND SKILLS**

- Demonstrate and teach proper use, care, and repair of equipment
- Possess a level of competence in wilderness expedition skills such that focus on the students' safety and learning progression is easily maintained in all conditions
- Ability to teach relevant expedition skills, facilitate group discussions, and mentor expedition behavior to people of varying learning styles
- Demonstrate competent navigation skills in darkness, poor visibility, and in unfamiliar terrain.
- General outdoor skills and the ability to anticipate and react in emergency situations

## **MINIMUM TRAINING AND CERTIFICATION**

- Current Wilderness First Responder and CPR
- Emergency (or Wilderness) Water Safety. Lifeguard certification may be accepted.
- Open Water Dive Certification (preferred)
- Conversational in Spanish (preferred)

## **EDUCATION AND WORK EXPERIENCE**

- Extensive field and teaching experience at Outward Bound in the Lead Instructor role strongly preferred. We will consider applicants who have Lead Instructor experience at an equivalent organization if the applicant is available to attend the HIOBS training season in May.
- Proven ability to teach safe and effective courses while successfully mentoring co-instructors
- Maintain required certifications

## **PHYSICAL REQUIREMENTS**

- Sufficiently fit to participate in all site and course activities, sleep on the ground, camp while maintaining ample energy, strength, and focus to aid students and co-Instructors
- Ability to effectively function and maintain safety while on your feet most days, sometimes up to 16+ hours a day and more in the case of an emergency
- Ability to carry weights up to 80 pounds
- Strong swimmer
- Able to sleep on ground, camp outside, etc.

## **COMPENSATION AND BENEFITS**

- Per diem pay according to Field Staff pay scale; Lead Instructor Pay Scale is \$130-\$160 per diem, rate assigned commensurate with experience.
- Industry-leading training and development opportunities at cost or free
- Eligible for Pro Deal (after returning signed work agreement each spring)
- Open Water Dive Certification (if needed)
- Paid Travel to/from Costa Rica
- Up to 56 days of work (3 courses) between June 16 and August 15, 2026
- Course dates (subject to change): June 17-July 4, July 9-25, & July 3—August 14
- Rustic, shared accommodations available at Outward Bound Costa Rica when not on course

## **EQUAL EMPLOYMENT OPPORTUNITY**

HIOBS is an equal opportunity employer and works to include diversity amongst its staff. HIOBS prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants, without regard to sex, gender identity, race, color, religion, national origin, ancestry, age, marital status, mental or physical ability, sexual orientation, genetic information, veteran status, or any other classification protected by federal, state, or local law.

Equal Employment Opportunity applies to all personnel practices, including (but not limited to) recruitment, hiring, training, promotion, termination, leaves of absence, compensation, discipline, evaluation, benefits, transfers, educational assistance, and social and recreational activities.

## **APPLICATION INSTRUCTIONS**

To apply, submit a resume that includes trip-leading experience or a trip log in addition to detailed instructing experience, along with a letter of interest to: [jobs@hiobs.org](mailto:jobs@hiobs.org).