



Challenge Course Program Provider

Reports to:	Outdoor Education Specialist / Program & Resources Coordinator
Location:	Summer at St. John's - Camp Chris
Schedule:	Monday-Friday, 8:30am - 4:15pm Multiple 40-minute sessions per day, grouped by grade levels.
Training Dates:	June 8 - June 15, 2026
Season Dates	June 16 - August 19, 2026
Salary Range:	\$20 - \$25 Per Hour

Position Overview

Challenge Course Instructors lead and facilitate age-appropriate climbing, low ropes, team-building, and adventure-based learning sessions for campers entering Grades 2–9. This role is designed for individuals who have experience working in outdoor education or experiential learning and can confidently manage group dynamics and safety protocols while fostering fun and personal growth.

Skills and Competencies

- **Facilitation of Challenge Activities:** Lead 40-minute sessions focused on problem-solving, cooperation, and physical challenge through low ropes elements, climbing activities, and ground-based initiatives.
- **Age-Appropriate Instruction:** Tailor activities and facilitation style to the developmental needs of campers in grades 2–3, 4–5, and 6–9, ensuring all campers feel included, supported, and challenged at their own level.
- **Safety and Risk Management:** Ensure the highest standards of safety by pre-checking all equipment and elements, enforcing safety rules, spotting campers as needed, and responding to incidents appropriately.
- **Team Building and Leadership:** Use effective questioning and debrief techniques to promote teamwork, leadership, communication, and reflection during group activities.
- **Equipment Management:** Maintain and inspect ropes course and climbing gear daily. Report any maintenance issues immediately and ensure areas are left tidy and secure.
- **Crisis Response Preparedness:** Be trained in emergency procedures and capable of executing them in the event of an injury, weather event, or other emergency.

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- **Positive Camp Culture:** Serve as a role model for campers and staff by modeling respect, enthusiasm, empathy, and a growth mindset during all interactions.

Education and Experience

- Previous experience leading challenge course activities, ropes elements, or experiential team-building sessions with youth.
- Strong communication and group management skills; ability to engage and motivate a wide age range of campers.
- Formal training or certification in challenge course facilitation, climbing wall operation, or related outdoor education field preferred.
- Background in Outdoor Education, Recreation, Physical Education, Adventure Education, or a related field is a plus.
- Current First Aid and CPR certifications required (training available during staff orientation).
- Prior camp, school, or experiential education setting experience strongly preferred.

Physical Requirements:

- Standing/sitting for long periods of time.
- Bending, lifting, pushing, kneeling, crouching, crawling, stooping.
- Must be able to lift up to 50 pounds.
- Must be able to reach at and above shoulder height to access higher areas of equipment, etc.
- Must be capable of adapting to frequent changes in position throughout the workday.
- Hearing and speaking to exchange information in person or on the telephone.
- Use of hands and fingers for manipulation, and using computer keyboard, educational tools, play equipment, and perform first aid and CPR.
- Specific vision abilities required include close vision, distance vision, color vision, and depth perception.

Summer at St. John’s is committed to building a diverse and inclusive community. We welcome applications from underrepresented groups. We seek applicants who demonstrate a commitment to multiculturalism and diversity that is manifested in work with all those who engage with Summer at St. John’s.

About Summer at St. John’s

We create safe, inclusive, and choice-driven programs that grow with your child. Our developmentally appropriate camps are shaped by our community values, leaving a lasting impression upon all campers and staff for years to come. Summer at St. John's community values are at the core of every decision we make. We encourage:

- **Kindness:** Promoting stronger, more harmonious relationships and communities.
- **Community:** Building strong bonds and a sense of belonging among campers and staff.

- Honesty: Fostering trust and cooperation, contributing to personal and societal well-being.
- Respect: Teaching respect for oneself, others, and the environment.

About St. John's Prep

St. John's Prep is an inclusive, Catholic, Xaverian Brothers Sponsored School for young men in grades 6 through 12. Founded on the Xaverian values of compassion, humility, simplicity, trust, and zeal, we educate students to be, do and stand for good in the world. We enroll approximately 1,500 students from more than 90 communities in Massachusetts, New Hampshire, and Maine.

Interested candidates are asked to apply via Questions can be directed to Jackson Tingle at summer@stjohnsprep.org.

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