FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Adventure Programs Lead

PART-TIME

Located in in the heart of the beautiful Blue Ridge Mountains of Western North Carolina in Black Mountain on a picturesque 1,200-acre campus, the YMCA Blue Ridge Assembly is a non-profit conference and retreat center. For more than a century we have hosted a diverse array of groups—churches, schools, colleges, family reunions and youth groups, among others. As a hospitality-focused YMCA, we are committed to delivering exceptional experiences for our 33,000 annual guests while developing a team of values-driven leaders.

SUMMARY

The Adventure Programs Lead is responsible for facilitating safe, engaging, and impactful outdoor education and adventure-based experiences for guests of all ages. This role serves as a lead facilitator for challenge course activities, team-building programs, and experiential learning opportunities designed to promote confidence, leadership, communication, and personal growth.

The ideal candidate is energetic, safety-focused, and passionate about outdoor recreation and youth development. Adventure Programs Leads work directly with school groups, retreats, camps, and other organizations while representing the highest standards of professionalism and guest service.

This is a **9-month seasonal position** operating throughout the **spring, summer, and fall seasons**. Hours vary based on group programming schedules and may include weekdays, evenings, weekends, and holidays.

QUALIFICATIONS AND SKILLS

- Must be at least 18 years of age.
- High school diploma or equivalent required; coursework or experience in Outdoor Recreation, Environmental Education, Recreation Management, Education, Parks and Recreation, Adventure Programming, or a related field is preferred.
- Previous experience leading, facilitating, teaching, coaching, or working with youth and adult groups in outdoor, educational, camp, recreational, or experiential learning environments.
- Demonstrated ability to lead groups safely and effectively while maintaining participant engagement and positive group dynamics.
- Strong communication, customer service, and interpersonal skills with the ability to interact professionally with guests, parents, teachers, group leaders, and colleagues.
- Ability to exercise sound judgment and remain calm in fast-paced environments and emergency situations.
- Ability to work independently with minimal supervision while contributing positively to a collaborative team environment.
- Willingness to learn and consistently apply YMCA Blue Ridge Assembly policies, procedures, and safety standards.
- Ability to work a flexible schedule, including evenings, weekends, holidays, and extended program days as needed.
- Ability to work outdoors for extended periods in varying weather conditions, including heat, cold, rain, and uneven terrain.
- Ability to hike moderate distances, stand for long periods, lift and carry up to 50 pounds, and actively participate in all assigned program activities.

- Ability to successfully complete required staff training and certifications provided by YMCA Blue Ridge Assembly.

RESPONSIBILITIES AND APTITUDES

- Lead and facilitate a variety of outdoor adventure, experiential education, and team-building programs for youth, adults, families, schools, camps, corporate groups, and retreat participants.
- Serve as the lead facilitator for high ropes courses, low ropes courses, climbing elements, and additional adventure-based activities while ensuring compliance with all safety standards, operating procedures, and risk management protocols.
- Conduct comprehensive pre-program planning, including reviewing schedules, preparing activity areas, inspecting equipment, and adapting programming to participant needs, group goals, weather conditions, and risk factors.
- Deliver engaging educational and recreational experiences that promote leadership development, communication, teamwork, problem-solving, personal growth, and confidence-building among participants.
- Provide clear instructions, safety briefings, demonstrations, and coaching throughout all activities to ensure participants understand expectations and feel supported during their experience.
- Assess participant readiness, physical abilities, and comfort levels while making appropriate accommodations to create an inclusive, accessible, and positive environment for all guests.
- Monitor participant safety at all times and exercise sound judgment in identifying and responding to potential hazards, behavioral concerns, environmental risks, and emergency situations.
- Maintain current knowledge of emergency action plans and respond effectively to incidents, injuries, weather-related emergencies, or other situations requiring immediate attention.
- Perform daily inspections, maintenance checks, and inventory management of adventure program equipment, challenge course elements, climbing gear, bikes, archery equipment, and other program resources.
- Accurately complete incident reports, equipment logs, inspection records, and other required documentation in accordance with organizational policies and industry standards.
- Serve as a role model for professional conduct, teamwork, customer service, and YMCA values by fostering a safe, welcoming, and respectful environment for participants and fellow staff members.
- Build positive relationships with group leaders, teachers, counselors, retreat coordinators, and guests to ensure program objectives are achieved and overall guest satisfaction exceeds expectations.
- Support additional outdoor education and recreation programs, which may include environmental education, mountain biking, hiking, archery, recreation activities, campfire programs, night hikes, and special events.
- Maintain the cleanliness, organization, and overall appearance of program facilities, storage areas, equipment rooms, challenge course elements, trails, and activity spaces.
- Demonstrate a commitment to the mission, vision, and core values of YMCA Blue Ridge Assembly through exceptional leadership, stewardship, and service.

COMPENSATION AND BENEFITS

- **$15.00–$16.00** per hour, based on experience and qualifications.
- Complimentary on-site housing in a furnished residence with utilities, Wi-Fi, kitchen access, and common living spaces included. **(NO BILLS)**
- Complimentary meals when conference groups are being served.
- Opportunities for professional development, certification training, and leadership growth.
- Discounts on YMCA Blue Ridge Assembly activities and lodging.
- A unique opportunity to live, work, and lead outdoor adventure programs in the beautiful Blue Ridge Mountains.

Housing Eligibility: Due to employee housing program guidelines, on-campus housing is available only to staff who are **18-28 years of age**. Applicants outside this age range may still be considered for employment but must secure their own off-campus housing, as housing accommodation will not be provided.

WHY JOIN OUR TEAM?

Join **YMCA Blue Ridge Assembly** and become part of a community where your work makes a difference every day. Set on a breathtaking 1,200-acre campus in the Blue Ridge Mountains, our team is dedicated to creating memorable experiences for guests from around the world. Whether you're launching your career, building professional skills, or seeking a unique seasonal opportunity, you'll gain valuable hands-on experience, grow through meaningful work, and develop lasting friendships in a supportive, mission-driven environment. At Blue Ridge, you're not just taking a job, you're becoming part of a tradition of service, hospitality, and personal growth that has impacted lives for more than 100 years.

APPLICATION PROCESS

If you are passionate about outdoor leadership, experiential learning, and creating meaningful experiences for youth and adult groups, we invite you to apply for the **Adventure Programs Lead** position at YMCA Blue Ridge Assembly. Join our team and help facilitate memorable adventure-based programs in the beautiful Blue Ridge Mountains. Apply today through our website at **https://blueridgeassembly.org/employment-application/** or submit your resume to **Esteban Andrade** at **eandrade@yblueridge.org**. Applications will be reviewed on a rolling basis until the position is filled.