

SEMESTER FIELD INSTRUCTOR QUALIFICATIONS

		Qualifications	Biography
Lead Instructor (LEVEL 4)	Group & Course Management	Writes thorough and often novel expedition plans. Can lead complex routes in difficult conditions and respond effectively to unforeseen circumstances. Experience managing challenging logistics and students, including separations. Able to manage a group alone in remote contexts. Forms genuine bonds with students.	Established professional with a full time career in outdoor education or guiding.
	Technical Skills	Able to manage students in technical terrain (whitewater, high angle, etc). Can teach full progression for relevant adventure sport.	Possesses relevant certifications (AMGA, ACA, PSIA, Swiftwater Rescue, etc).
	Risk Management	Anticipates and manages risks in complex situations. Able to coordinate the group to self rescue in most situations.	Experienced managing incidents and evacuations during similar modes of travel on similar terrain. WFR.
	Kroka Core Skills	Mastery of 75-100% of Kroka Core Skills, typically proficient in the remainder.	Has Led Summer or School programs or Assisted Semester sections.
	Academics & Pedagogy	Understands human development and how this pertains to the semester student experience. Teaches and assesses academic classes using principles of place-based and experiential education.	Has classroom and/or academic teaching experience. Teaches elements of the sciences, humanities, and leadership at a college level.
	Instructor Supervision	Supervises, mentors, evaluates Assistant and Apprentice. Maintains a safe work environment.	Has supervised adult employees at Kroka or other workplace.
Assistant Instructor (LEVELS 3 OR 4)	Group & Course Management	Can assist in writing expedition plans. Able to take over group management from the Lead Instructor for a limited time period. Can manage a portion of the group independently, e.g. during an evacuation. Sensitive and responsive to the needs of the group. Forms bonds with students.	Experience managing groups (ages 16+) with multiple organizations and in multiple environments. Resume includes extended personal expeditions in remote areas.
	Technical Skills	Manages the group in technical terrain with limits (e.g. in Class III whitewater or below). Teaches adventure sport at intermediate level.	Significant personal experience with relevant adventure sport. External certifications preferable.
	Risk Management	Anticipates and manages risk in typical situations. Familiar with RM models and tools.	Personal experience in high-consequence terrain. WFR.
	Kroka Core Skills	Mastery of at least 50% of Kroka Core Skills, may still be practicing up to 25% of these.	Has Lead Summer programs, Assisted a capstone, or Apprenticed on Semester Programs.
	Academics & Pedagogy	Able to hold one of the three academic classes. Able to effectively teach to a variety of learning styles.	College graduate or, in rare cases, equivalent life experience.
	Instructor Supervision	Mentors Apprentice; gives growth feedback to Lead. Intervenes in unsafe situations.	Demonstrated ability to give high quality peer feedback.
Apprentice Instructor (LEVELS 2 OR 3)	Group & Course Management	Able to hold the group for a full day at basecamp. Not expected to manage the group independently while traveling on expedition. In rare situations able to manage the group sheltering in place at a wilderness campsite. Identifies and advocates for group needs.	Has studied or practiced outdoor education, some history of personal wilderness expeditions.
	Technical Skills	Assists with group management in technical terrain. May still be learning adventure sport.	Has passion for area or adventure sport. Builds skills outside of work.
	Risk Management	Can follow instructions in high stress and high risk situations. Contributes to decision making.	Role model of excellent self care and personal hygiene. WFR preferred.
	Kroka Core Skills	Proficient with at least 50% of Kroka Core Skills, may still be learning up to 25% of these.	Has Assisted Kroka Summer/School trips or equivalent at another organization.
	Academics & Pedagogy	May participate in, rather than instruct, academic classes.	College experience required, degree preferred.
	Instructor Supervision	Holds themselves to high standards. Able to provide meaningful feedback to all group members.	Work experience outside of Kroka highly desired.