



JOB DESCRIPTION

Job Title:	Program Instructor Year-Round – Denver
Location:	Denver, CO with some work in Winter Park, CO
Reports to:	Program Manager
Department:	Denver Programs
Supervises:	Volunteers
FLSA Status:	☒ Non-Exempt ☐ Exempt
Classification:	☒ Full Time ☐ Part Time

About the NSCD

We are Colorado's most comprehensive provider of adaptive outdoor experiences. We offer more programs, in more places, in more ways that change lives. The National Sports Center for the Disabled is a leading provider of adaptive outdoor recreation experiences committed to helping individuals with disabilities, their caregivers, and the broader community rethink ability. Through the power of adaptive innovation, recreation, and Colorado's great outdoors, we are transforming lives, families and communities and creating a world that celebrates each person's abilities.

Our exhilarating adaptive outdoor experiences help participants make the very most of their passion, their talents, and their aspirations. They discover a renewed sense of confidence, reignite the pure joy of play, and find motivation to try new things, meet new people and believe in their own abilities. With industry-leading adaptive equipment, renowned coaches, instructors and volunteers and unmatched mountain and metro programs, we change the perceptions of athletes of all levels and help them, and the world, [#RethinkAbility](#).

Position Overview

Under the supervision of the Program Manager, the Program Instructor teaches adaptive sports and recreation lessons to individuals with disabilities. This position includes instruction in activities for individuals, group lessons and custom programming. Instructors may determine usage of adaptive equipment and may also teach instructor and volunteer training clinics (if qualified). Program locations determined by activity schedule.

Job Duties

The job duties of this position are performed personally, in cooperation with your supervisor, and/or in coordination with other staff. Additional work functions and duties may be assigned.

- WINTER SEASON: Leads participant programming for sports and activities, including but not limited to indoor climbing, shooting sports, NSCD Moves! activity course, MTB biking, alpine skiing, snowboarding, ski biking, Nordic skiing, as well as other winter activities.
- SUMMER SEASON: Leads participant programming for sports and activities, including but not limited to shooting sports, NSCD Moves! activity course, lake and river paddle sports, hiking, MTB biking, rock and wall climbing.
- YEAR-ROUND: Leads participant programming for sports and activities for both winter and summer season.
- Performs student assessments and plans lessons according to adaptive sports and therapeutic recreation concepts.
- Selects appropriate teaching system and equipment and sets goals and plans lesson according to therapeutic recreation concepts.
- Instructs individual or group lessons using appropriate teaching progressions and exercises.
- Documents student progress maintains accurate records and makes recommendations for future lessons.
- Assists with coordination and operation of weekly programs.

- Supports multi-day camps.
- Attends all required NSCD training sessions and meets standards to pass training.
- Assists with NSCD volunteer and special events.
- Consistently follows safety procedures and utilizes appropriate safety equipment.
- Creates and maintains a friendly, congenial and helpful attitude while effectively dealing with participants, volunteers, and other employees.

Professional Performance

- Adhere to all Personnel Policies and Procedures for the Agency.
- Maintain professional standards of performance, demeanor, and appearance at all times; act as a role model both at and away from the Agency.
- Maintain a creative, team-building approach to job performance and seek to bring a constructive, problem-solving orientation to all tasks.
- Performs all tasks and responsibilities with attention to detail and in a complete and timely manner, complying with Agency policies and standards and conforming to the scheduling requirements of the job and program.
- Maintain an awareness of the Agency's mission and work to promote the positive individual and social change goals it embodies.
- Exercise discretion and professional judgment at all times keeping with the responsibilities carried personally and by the Agency for the care and welfare of the participants; act with honesty and integrity in all aspects of Agency business.
- Actively strive to upgrade professional skills through engaging in appropriate professional training and experience.
- Actively strive to create and maintain a culturally sensitive environment through communication and interaction that demonstrates respect for diversity.

Other duties may be assigned

Qualifications

- High School Diploma or equivalent required. College degree in Therapeutic Recreation, Special Education, or related field preferred.
- Current CPR and Advanced First Aid required within a month of job offer required.
- Ability to swim in moving water required.
- Ability to row stern frame boats and guide river paddle rafts preferred.
- Proficiency in canoeing, rock climbing, paddle boarding, and other outdoor recreation activities preferred.
- Credentialed through ACA, AMGA/IFMGA, Swift Water Rescue, WFR, EMT/WEMT, Leave No Trace, CPRP, ACCT, CTRS or related relevant agency preferred.
- One-year experience in adaptive sports instruction preferred.
- One-year experience working with individuals with disabilities preferred.
- Knowledge of disabilities and of adaptive recreation and equipment is desirable.
- Must be computer proficient and possess experience of Microsoft Office Suite and able to learn new software as needed.
- Excellent written and verbal communication skills including writing and report development.
- Ability to implement Agency vision, mission, values, and strategic plan.
- Ability to handle multiple tasks and to assess and change priorities based upon Agency needs.
- Strategic thinker who communicates professionally and effectively with diverse staff, volunteers, donors, prospects, and community stakeholders.
- Ability to maintain consistent exercise of discretion and confidentiality in the performance of duties.
- Ability to work with a high degree of autonomy, initiative, and exercise personal judgment in a fast-paced environment with a strong sense of humor and integrity.
- Superior skills to organize, plan, and execute the full scope of required programs.
- Knowledge of disabilities and of adaptive recreation and equipment is desirable.
- Candidates must possess a valid driver's license and meet background check criteria. Candidates may be required to meet criteria regarding clearance to drive company vehicles including 15 passenger vans and vehicles with large towing capacity, surface and aerial lifts, if required by specific job duties.

Work Schedule

This is a year-round, full time (30-40 hours per week) position. Work hours vary based on seasonal programming needs and there will be several weeks between seasons with no work scheduled. This position will require weekends and/or evenings, and holidays supporting the programming needs of the Agency.

Salary

The hourly pay range for this position is \$20.00 - \$22.00 per hour. Actual pay rates will vary and may be above the range based on various factors including but not limited to experience, education, training, credentials and performance.

NSCD provides a comprehensive benefits plan including employer sponsored medical and dental benefits, employer paid life insurance and disability benefits, paid vacation, paid sick leave, paid holidays and employees may participate in the 403b retirement plan. Benefit eligibility varies depending on your employment status and the number of hours you are regularly scheduled to work.

Physical Requirements

- Able to work a majority of the time outside in varying conditions including uneven and slick terrain, unpredictable weather and situations, and at high altitude in varying conditions.
- Physically able to assist participants with adaptive recreation equipment, position adjustments, transfers, and movement during activities.
- Able to participate in program activities with or without adaptation.
- Able to lift a minimum of 75 lbs. with assistance.
- Dexterity, auditory and visual acuity to operate computers and phones or mobile devices.
- Auditory and visual acuity to interact with participants, volunteers, and other staff on a daily basis.
- Able to successfully manage multiple, high priority tasks in a fast-paced and often times crowded and noisy environment.

ACKNOWLEDGEMENT

This job description is intended to describe the general nature and level of work performed. It is not intended to be a complete list of all responsibilities, duties and skills required of employees performing this job. Furthermore, this job description does not establish a contract of employment. NSCD may change job descriptions at any time, with or without notice as service needs require.

I have read, understand, and can accomplish the scope of work outlined in this job description.

Employee Signature

Date

Equal Employment Opportunity (EEO) Policy

NSCD is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, color, creed, religion, national origin, disability, sexual orientation, ancestry, citizenship, veteran status, genetic information, or any other applicable status protected by state or local law. NSCD will consider providing reasonable workplace accommodations if needed.