



## Summer Adventure Mentor Position: Coastal Expeditions & Biscay Overnights

### About Hearty Roots

Hearty Roots is an outdoor-based community wellness program in Midcoast Maine that knows connection to nature, self, and community helps people thrive, so we're on a mission to guide people off the grid and into their hearts through programs that center connection, adventure, and reflective experiences. The Hearty Roots team is fun and nimble, and values:

- Digging Deep: understanding who we are and what we need
- Discovering Grit: embracing the uncomfortable and unveiling the inner shine
- Cultivating Connection: leading with a grateful heart and open mind

### Position Overview:

Summer Adventure Mentors lead our Summer Adventures that create immersive opportunities for local kids to get off the grid and into their hearts. All Hearty Roots Adventure Programs foster resilience and wellness through a fusion of outdoor adventure programming and social-emotional experiences. Relationship building, nature exploration, group initiatives, journaling, yoga, and mindfulness activities are all a part of the recipe for programming that not only encourages positive affirmation, meaningful connections, and healthy mindsets, it provides a safe space for all participants to go on a journey of self-discovery.

We are looking for someone who has a genuine knack for connecting with kids, creates positive and meaningful outdoor experiences, and is passionate about being a catalyst for resilience and wellness in the lives of local kids and families.

Ideal candidates are available to work all of the following sessions. To learn more about each session, please visit [www.heartyroots.org/summer-adventures](http://www.heartyroots.org/summer-adventures).

Dates	Session	Gender	Grades	Location
6/30-7/5	Muscongus Navigators	Female-Identifying	Rising 8 + 9	Waldoboro
7/7-7/12	Muscongus Navigators	Male-Identifying	Rising 8 + 9	Waldoboro
7/14-7/19	Muscongus Navigators	All Genders	High School	Waldoboro
7/29-8/9	Muscongus Navigators	All Genders	High School	Waldoboro
8/12-8/15	Biscay Overnights	Female-Identifying	Rising 6 + 7	Bremen
8/19-8/22	Biscay Overnights	Male-Identifying	Rising 6 + 7	Bremen



## Primary Responsibilities:

- **Direct Service: Expeditions + Overnights**
  - Lead fun and engaging outdoor experiences
  - Assess group and individual needs
  - Facilitate group discussions and reflections
  - Teach and model Leave No Trace Principles
  - Meet each participant right where they are with empathy and connection
  - Use trauma-informed and invitational language, promoting voice and choice and challenge-by-choice
  - Assess risk and communicate safety protocols throughout the outing or camp
  - Model assertive communication, self-awareness, positive relationship building, and emotional regulation/intelligence
  - Connect and communicate with parents at drop off and pick-up, as during camp as needed.
  - Activities facilitated during Expeditions and Overnights may include kayaking, expedition prep, camping, fire building, backcountry cooking, hiking, swimming, nature exploration, yoga, art and creative expression, group games and challenges, journaling, shelter building, outdoor skills, mindfulness practices, and more!
  - All activities are facilitated through the lens of social-emotional learning, trauma-informed practices, and positive youth development approaches.
  - **Additional Responsibilities for Expeditions:**
    - Teach and model trip planning and preparation
    - Cook and prepare meals and snacks
    - Lead and/or support kayak instruction, packing, on-water safety and group management, coastal navigation, and how to read the water
    - Set up, organize, and maintain safe, clean, functional camping area
- **Indirect Service:**
  - Camp planning & preparation,
    - Use Hearty Roots Connection/Adventure/Reflection approach to create a flow of the day for each day, including backup activity options
    - Create a menu and prepare/pack food and water
    - Gather and Organize any gear needed
  - Post-Camp Debrief on the last day of Camp
    - Clean and organize gear and prep for the next session
    - Reflection with Team & Manager-on-call
  - Communicate with Manager-on-Call Daily
  - Keep notes & reflections each day
  - Capture and share photos/videos/quotes



### **Skills, Qualifications, & Values:**

*The ideal candidate would exhibit the following skills and values when working with youth and families, and while collaborating with the rest of the Hearty Roots team. Candidates need not possess all of the following qualifications and skills to be considered. Comparable experience is accepted, and Hearty Roots can provide the tools and training necessary to ensure the right candidate has the qualifications necessary to complete the required tasks.*

- Build strong connections with kids
- Create a safe, supportive space for participants
- Communicate with clarity and compassion
- Manage the needs of the whole group and individuals
- Adapt to varying needs and requests, as well as environments and challenges
- Practice strong risk management skills
- Promote joy, gratitude, adventure, creativity, friendship, mindfulness, and more!
- Ability to listen and communicate effectively
- Ability to work collaboratively with others in a dynamic work environment and exhibit creative problem-solving.
- Commitment to contributing to and promoting a positive, supportive work environment
- Commitment to diversity, equity, justice, and inclusion
- Commitment to further Hearty Roots' mission, values, and beliefs
- Experience in nonprofits, youth development, outdoor recreation, and/or mental health-related fields is desirable but is not required

### **Education & Experience:**

*The ideal candidate would have education in one of the following areas, although extensive experience leading youth in outdoor settings is also highly valued!*

- Youth Mental Health or Social Services
- Youth Development
- Outdoor Education/Leadership
- Adventure or Eco Therapy

### **Training & Certifications:**

*You may already have these certifications or would be willing to acquire them upon hiring.*

#### **Required**

- First Aid/CPR
- Youth Mental Health First Aid
- Leave No Trace



- Trauma-Informed Practices
- Mandated Reporter
- In-person Team Trainings & Team Building Opportunities
  - These will take place in June. Specific dates will be shared as soon as possible.

#### **Additional/Optional**

- Wilderness First Aid or Responder
- Maine Guide Training or Certification
- Yoga, Mindfulness, Social-emotional Learning
- Seizure First Aid
- Lifeguard Certification

#### **Compensation:**

*Pay is commensurate with experience, though Hearty Roots aims to pay staff competitive wages to honor the important work that we ask our Adventure Mentors to show up **for up along** with the diverse skills, experience, and perspectives they each bring to our team.*

The daily rate for direct service for this position is \$200. This considers a 12-hour day that includes a 1-hour (total) restorative period for each staff. Mileage reimbursement is also provided. Additional insight into pay rates will be shared during the hiring process.

#### **Work Location:**

The Hearty Roots office is located in Damariscotta and programs are run at Osborn Finch Preserve in Waldoboro, ME, and at our Campus for Mindful Adventure on Biscay Pond in Bremen, ME

#### **How To Apply:**

*Hearty Roots is committed to providing equal access and equal employment opportunities. Hearty Roots values diversity, and unique perspectives and capabilities, and strives to foster an inclusive workplace. People from diverse backgrounds are encouraged to apply. Hearty Roots is an Equal Opportunity Employer.*

Interested applicants should send a resume along with a reflection describing why you are interested in working for Hearty Roots to Jess Donohoe, Deputy Director at [Jess@heartyroots.org](mailto:Jess@heartyroots.org). We are looking to fill this position by the end of May. Applications will be reviewed on a rolling basis until the position is filled.