



Outdoor Experiential Learning Manager

Youth Enrichment Services Inc. (YES) is a \$1.8M non-profit corporation headquartered in Boston whose mission is to inspire youth through outdoor experiences and leadership opportunities that build confidence and prepare them to summit life's challenges. Founded in 1968, YES provides opportunities to develop self-confidence and leadership skills through participation in outdoor activities such as skiing, snowboarding, hiking, biking, track & field, etc. 1,500 youth, ages 6-18, participate in year-round programs: Operation Snowsports, Outdoor Adventure, and YES Academy. Volunteers help staff the programs, an average of 150 people per year. Go to www.yeskids.org for more information about YES.

About the Position

This is a position for a motivational team leader dedicated to youth development created through inclusive adventure and confidence-building opportunities in the outdoors. The ideal candidate is an experienced supervisor and manager with strong judgment, decision-making, and organizational skills. This position oversees year-round outdoor adventure programming for youth and ensures that all activities are safe and engaging. Directly supervised by the Director of Programs & Operations. **This is an in-person position.**

Responsibilities

- Oversee hiring, onboarding, training, and ongoing supervision of direct service team members, including seasonal staff
- Lead program preparation and trip logistics to ensure a safe, smooth and meaningful experience for all, including coordinating with program partners
- Coordinate operations of Outdoor Adventure and Operation SnowSports programming, including scheduling and acquiring permits and certifications as needed
- Develop and provide learning and professional opportunities to staff and volunteers around outdoor experiential education, youth development, and YES specific activities (biking, rock climbing, padding, and snow sports)
- Create and implement adventure program curricula within a youth development framework and lead outdoor programming using a strengths-based approach and Diversity, Equity, Inclusion & Belonging (DEIB) best practices
- Oversight of the YES Rental Shop
- Responsible for ensuring the timely collection, entry, reporting, and auditing of data including overseeing YES data management systems and survey work
- Collaborate with Director of Programs & Operations and Development team on grant or funding-related projects
- Provide programming outcomes to direct service staff and engage in a quality improvement plan under the direction of the Director of Programs & Operations
- Manage the implementation process of strategic outreach and enrollment procedures to increase participation in YES programming based on enrollment priorities
- Develop and execute a volunteer recruitment, training, and retention plan with the Volunteer Coordinator that aligns with the YES Strategic Plan and Racial Equity Plan
- Performs other duties as requested or assigned
- Ability to work on the weekends and nights is necessary

Requirements

- College degree with 3+ years of professional experience working with youth, underrepresented communities, or in education
- 2+ years of supervisory and management experience
- Strong interest in the outdoors, environmental justice, and sustainability
- Commitment to Diversity, Equity, Inclusion & Belonging (DEIB) practices
- Driver's license with ability and willingness to drive a 12-passenger van
- Capacity to obtain certifications as required (ie. lifeguard, rock climbing, etc.)
- Demonstrated ability to:
 - Promote safety and mitigate risk
 - Communicate effectively with a diverse group of stakeholders
 - Develop and implement curricula and training
 - Provide attention to detail

The above job description and qualifications are not meant to be all-inclusive. Additional responsibilities and qualifications may be added at any time by the employee's direct supervisor, the Director of Programs and Operations, or Executive Director.

YES strongly desires to attract a broad and diverse pool of candidates to apply, particularly candidates who represent the communities YES serves.

This is a full-time, in-person position (40 hours/ week with benefits). Applications will be accepted throughout May 2024 or until position is filled. Interested applicants should email a cover letter and resume to Kristin Taylor, Director of Programs & Operations at ktaylor@yeskids.org and include "Application for Outdoor Experiential Learning Manager" in the title.