

## **Life Changer Program Educator (LCPE)**

### ABOUT US

### OUR MISSION

Creating conservation communities and empowering biocultural leaders committed to renewing and growing our unity with nature.

Geoversity is Nature's University. Our main campus is the Mamoní Valley Preserve, a 4,800-hectare (12,000 acres) rainforest conservancy located in one of the top biodiversity hotspots in the world, less than a two-hour drive from Panama City, Panama.

Geoversity leads a growing ecosystem of individuals and organizations united in the mission of biocultural renewal. Our programs are grounded in the hard day-to-day work of watershed conservation and the fight to avert global ecological collapse, always in team with local communities, indigenous authorities and youth activists. We offer immersive learning experiences, guided by applied science, natural design and indigenous wisdom, for emerging and accomplished biocultural leaders.

Geoversity offers rigorous experiential learning programs, courses, and expeditions to empower emerging and accomplished biocultural leaders to go beyond the mess we're inheriting to create the world we want.

Our participant stakeholders include:

- K through 12 and university students doing field trips and studies coupled with biocultural leadership coaching;
- Top executives and professionals, including teachers, interested in learning from and partnering with nature, and up for our combination of deep dialogues and expedition challenges;
- Young emerging leaders and global activists, specially from indigenous and underprivileged communities;
- Volunteers and interns, both young and experienced.

Our programs fully engage mind, body and spirit and combine science, business and the arts. They are all:

- Grounded in real places that are home to the work of ecological, economic and cultural regeneration;

- Energized by the physical, mental and team challenges of meaningful journeys and life-changing expeditions;
- Steeped in systems thinking and natural design to learn from both the past and the emerging future;
- Deeply rooted in Indigenous and ancestral wisdom.

Geoversity's administrative headquarters are located in the City of Knowledge in Panama City.

Working for Geoversity is so much more than just a job. We are in the not-for-profit business of changing lives – those of our students and our staff. Whether joining for a few seasons or continuing as a “lifer,” your experiences with Geoversity will impact the rest of your life – both professionally and personally. We are always on the lookout for growth-minded, mission-driven professionals who are excited to bring their unique experiences and skills to our team. In exchange, we provide the incredible growth opportunity that comes with living and working in a community of amazing people unafraid to shine.

This work can be challenging at times and we are committed to navigating it together to create a supportive and inclusive environment for our staff and our student participants. To foster a more welcoming outdoor community for all, we are working to address barriers related to race, culture, socioeconomics, ability, gender identity, sexual orientation, geographic location, and mental health.

### **Position Summary**

The Life Changer Program Educator (LCPE) coordinates with the Life Changer Team Manager and is responsible for oversight of designated Life Changer Programs. The LCPE holds both educational and administrative responsibilities, serving as the supporting supervisor of Life Changer Program teams, and is accountable for ensuring a safe and quality educational experience for students and support staff. Key LCPE responsibilities include developing, training, coaching, and mentoring staff in their capacity to deliver Geoversity's educational framework and curriculum, ensuring student outcomes are met. Additional duties include course site management, field visits, developing and maintaining records and resources, and on-call responsibilities. The Geoversity Life Changer Program Educator position is a full-time job that requires staff to often reside on the basecamp premises in Centro Mamoní where meals and lodging is provided.

### **Facilitating our Life Changer BioCultural Leadership Programs**

Our field staff come from all walks of life with a vast array of backgrounds, talents and experience, and are united by a sincere interest in growth and development of others on a personal, group and larger societal level.

Geoversity field staff must be capable of identifying, assessing and approaching risk as a learning tool to be managed, but not eliminated, with the goal of providing participants with the

opportunity to gain insights and perspectives into their own and their group's capabilities that are unavailable anywhere else.

### **Instruction, Facilitation, Character**

We need educators who are compassionate and articulate and who can convert the Life Changer experience into a life lesson. Previous experience in facilitating group dynamics is desired, especially experience working with adolescents. Communication skills including active listening, giving and receiving feedback and clearly conveying expectations are important skills. Passion, confidence and humor are vital to the success of our staff.

### **Outdoor Technical Skills**

Geoversity delivers programming through a variety of unique technical skills and diverse course areas. Each program has a specific set of technical skills required. Technical skills areas include: sea sailing, whitewater rafting, backpacking, trekking, horseback riding, snorkeling, and canoeing. Competence in one or more of these areas is required. A general comfort in the outdoors and remote areas is also required. Most importantly we are looking to build on a basic foundation in outdoor judgment: the ability to make safe decisions under challenging circumstances.

### **Leadership**

We are seeking educators with leadership experience at other outdoor organizations or in public service. Qualities we are in search of include: character, empathy, commitment, and charisma.

### **Physical and Emotional Stamina**

Applicants must be sufficiently fit to participate in multi-day or week programs and in all the course activities for a given charter and maintain energy, strength, and focus to assist students with physical and emotional obstacles.

### **Key Duties and Responsibilities**

- Acts as lead educator in assigned courses to ensure safe, high-quality course experiences for students and staff through delivering briefings, communicating and upholding Geoversity policies and procedures, analyzing and reviewing incidents, and providing/documenting clear and complete feedback.
- Serve in an instructor capacity and supervises assigned staff to ensure safe and quality student experiences and alignment with school progressions, curriculum, policies and

procedures. Includes mentoring and developing staff, performance management, reviewing field staff plans, debriefing incidents, documentation, and reporting.

- In conjunction with the Team Manager and Administrative team, delivers course prep, including safety briefings, course curriculum, and itinerary review; understands student information, needs, and expectations; and facilitates course debrief.
- Conducts supervisory visits to course sites to oversee assigned training, curriculum, and technical skills.
- Acts as liaison between students/participants, families, and programs before, during, and post-course.
- Consistent and professional communication with students' families during and post-course.
- Participates in the Emergency On-Call system, including responding to field calls and emergencies, decision-making, acting as incident command for field incidents, and following Emergency Response Plan.
- Writes and reviews incident reports and analyses to ensure thorough and accurate reporting. Leads staff team debriefs on select incidents. Ensures pertinent feedback from incidents is delivered and documented to field staff and program administrators.
- Collects, reviews and files course-end paperwork; updates and/or maintains electronic records and resources. Organizes and maintains staff, supervisor, and program paperwork resources as assigned.
- Adheres to all local operating procedures, safety policies, and emergency procedures,
- Provides clear, effective and timely communication with the Team Manager and other program staff.
- Committed to openly sharing and receiving feedback from staff.
- Acts as a communication conduit between field staff and program leadership.
- Manages student groups and handles field emergencies directly or through Geoversity's support network as requested.
- Supports the Program Leadership Team in implementing strategies to meet program needs, goals, and directional strategy.
- Additional program-related tasks and support as requested. Possibilities include but are not limited to managing Interns, coordinating service projects, updating course areas guides, and curriculum and itinerary writing.

### **Skills, Knowledge, and Abilities**

- Fluent English and Spanish language (Embera or Guna languages an extra asset)
- ATP guide certificate (desired)
- Personal commitment to, and working knowledge of, the work of diversity, equity, and inclusion.
- Comfort with a wide range of groups serving and educating youth to executive teams.
- Experience working in customer service or hospitality.
- Knowledge and experience with outdoor recreation and adventure education programs preferred.

- Ability to effectively work on diverse teams and with a diverse range of people and identities, including those that might be different from your own lived experience.
- Detail oriented with excellent organizational skills.
- Able to prioritize and work on multiple projects simultaneously.
- Proactive and effective communicator and collaborator.
- Possess skills to promote a welcoming and inclusive community culture.
- Experience working in indigenous territories and with indigenous peoples (desired)
- Proficiency in using the Microsoft Office suite or technical skills and a willingness to learn such software upon hire.
- Excellent driving skills and record.
- Must have held a driver's license for over 5 years.
- Experience in large vehicles in 4x4 environments is preferred.
- Wilderness First Responder (WFR) and CPR certification.
- GPS unit experiences

**Work Experience**

- Minimum of 3 years of experience in the outdoor education and experiential learning field or any other similar combination.
- Experience working with youth and managing group dynamics.

**Physical Requirements**

- Ability to participate in long days of vigorous to moderate physical activity including but not limited to camping, backpacking, whitewater rafting, and canoeing.
- Ability to lift and move a minimum of 50 pounds.
- Sitting at a desk or computer 60% of the time or greater.
- Ability to lift, crawl, bend, carry and pull.
- Working in outdoor weather conditions, occasionally during poor weather.

**Compensation and Benefits**

- Full-time position with an annualized salary according to qualifications.
- The general schedule is approximately 22 days/month based on a 5 out of 7 days/week schedule, which can be with overnight programs and at times needing to have flexibility due to programming needs, with weekends and/or holiday work required based on Geoversity's program calendar.
- Centro Mamoní lodging provided; LCPE's are required to often live on the premises at Centro Mamoní's Science and Leadership Training Campus in the Mamoní Valley Preserve.
- Meals included (when on programs and working from Centro Mamoní).

**Criteria for the selection and classification of resumes**

Criteria	Maximum % (Total 100)	Evaluation Criteria Rating
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	(Total Sum 100)	
Training	30%	Graduate Professional
Experience	40%	Professional experience in subjects related to the object of the contract
Interview	30%	Interview analysis

**Application Process**

Please apply via [info@geoversity.org](mailto:info@geoversity.org) by submitting a cover letter and resume to Mark Knetsch (he/him), Life Changer Program and Team Manager.