



Job Title: Land Manager

Reports To: Program Manager

Employment Type: Seasonal- Part Time, May-October with full-time hours June-July

Starting Pay: \$20/hr

About Summit Journeys

Summit Journeys is a 501(c)(3) non-profit organization dedicated to providing youth and young adults with transformative outdoor adventures. Our mission is to offer accessible and affordable outdoor experiences that foster resilience, self-efficacy, and self-determination. Rooted in the principles of positive psychology, our programs are intentionally designed to promote lifelong learning and personal growth—going far beyond just a memorable adventure.

Position Summary

Summit Journeys is seeking a highly skilled and motivated Land Manager to oversee all land-based activities, including outdoor rock climbing, rappelling, canyoneering, hiking, backpacking, and mountain biking. This leadership role is essential to maintaining safety, supporting staff development, and ensuring high-quality outdoor experiences across our adventure programs. The ideal candidate is SPI-certified and experienced in technical terrain, with a strong background in risk management, training, and program logistics.

In addition to leading rope-based programming, this role is encouraged to support other Summit Journeys trips in a leadership capacity.

Key Responsibilities

- Serve as the lead supervisor for all land-based activities
- Ensure all activities adhere to industry-standard safety practices.
- Work closely with the Gear Manager to maintain rope equipment, conduct regular safety checks, and ensure gear readiness
- Develop and update Course Area Guides for all locations used
- Mentor and train trip leaders and staff
- Lead staff trainings focused on rope systems, risk management, and facilitation techniques for various land-based groups.

- Scout and assess sites for suitability, access, and risk factors.
- Provide in-field support and leadership on high-risk days or new locations.
- Attend scheduled trainings and lead development sessions.
- Maintain all rope-related permits and ensure compliance with regulations.
- Support trip planning and logistics, including permit requirements and pre-trip briefings.
- Lead or support trips with rope components with a high standard of participant engagement and safety.
Conduct participant briefings and debriefings.
- Facilitate post-trip debriefs and submit comprehensive trip reports.
- Apply lessons learned to future trainings and risk management improvements.

Qualifications

- **Required:**
 - Single Pitch Instructor (SPI) Certification.
 - Wilderness First Responder (WFR) or higher
 - Knowledge of or experience leading groups in: outdoor climbing, rappelling, canyoneering, backpacking, mountain biking, hiking, camping, and other land-based adventures
 - Strong mentoring and risk management skills.
 - Ability to lead in remote and dynamic environments.
 - Ability to work outdoors in varied terrain and weather conditions.
 - Physically capable of hiking, carrying gear, and supporting participants in technical terrain.
 - Ability to work weekends, evenings, and overnight trips as needed

- **Preferred:**
 - Experience developing course area guides and scouting new technical terrain.
 - Experience with survival skills such as fire making, shelter building, and orienteering.
 - Knowledge of or experience leading groups in: cross-country skiing, snowshoeing, and avalanche awareness.
 - Experience developing group curriculum

HOW TO APPLY

To apply, please send the following by email the Director of Operations
Erica@summitjourneys.org

- Resume
- Letter of intent:
 - What you hope to learn

- What you can bring to Summit Journeys
- Be sure you represent your proficiency with the following (applicable to the season):
 - Rope Courses: Low & High
 - Climbing: Indoor & Outdoor
 - Mountain Biking
 - Backpacking
 - Canyoneering
 - Hiking
 - Orienteering
 - Fishing
 - Snowshoeing
 - Cross-country Skiing
 - Sailing
 - Paddle Sports