

## **Bakkers Trailblazers Kids Mountain Bike Summer Camp Hiring Policy for Instructors**

Bakkers Trailblazers is committed to providing equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

As a kids mountain bike camp, Bakkers Trailblazers recognizes that instructor positions require specific physical skill capabilities, including diverse mountain bike specific skills and the sound ability to ensure the safety of youth riders, skills that are essential to job functions. Our hiring decisions are based on job-related qualifications and the ability to perform essential job functions.

Bakkers Trailblazers adheres to all applicable federal, state, and local laws governing equal employment opportunities and does not discriminate against applicants or employees based on their physical abilities, provided they can perform essential job functions. Reasonable accommodations will be made for qualified individuals with disabilities to enable them to perform the essential functions of the job. Individuals will be evaluated based on their ability to meet the skill requirements, with fair consideration given to relevant experience and potential for growth.

We encourage qualified individuals of all abilities to apply for open positions.

### **Job Descriptions and Specifications:**

As a Kids' Mountain Bike Camp Instructor at Bakkers Trailblazers, employees play a pivotal role in creating a fun, safe, and educational environment for children aged 5-13 attending our camp. Instructors are responsible for teaching basic to intermediate mountain biking skills, ensuring the safety of participants during biking activities, and fostering a love for outdoor adventures in a collaborative team setting.

**1. Deliver Engaging Instruction:** Plan and lead mountain biking sessions tailored to the skill level and age group of participants, focusing on safety, technique, and enjoyment.

**2. Provide Skill Development:** Teach fundamental biking skills such as bike handling, brake modulation, gear shifting, descending skills, climbing skills, cornering skills, jumping skills and trail navigation through progressive lessons throughout the week.

**3. Ensure Safety:** Uphold strict safety protocols during biking activities, perform basic equipment checks, and oversee adherence to safety guidelines.

**4. Supervise and Support Participants:** Monitor and guide campers during morning and afternoon bike rides, offering individualized support and encouragement to enhance their biking abilities and confidence.

**5. Organize Camp Activities:** Collaborate with the camp team to develop and execute biking-related games, challenges, and trail rides that align with camp objectives and promote skill progression.

**6. Maintain Equipment:** Ensure bikes and safety gear are properly maintained, report any maintenance needs promptly.

**7. Role Model Behavior:** Demonstrate enthusiasm, professionalism, and positive behavior to inspire campers and create a motivating learning atmosphere.

#### Recruitment Strategy:

Job postings are on Bakkers Trailblazers website for applicants to easily access.

#### Application and Screening Process:

Once applications have been collected, Bakkers Trailblazers will review and ensure the applicant meets the criteria necessary for the position. This will include interpersonal skills, communication skills, and mountain bike skills.

#### Interview Process:

Interviews are conducted in-person and are designed to assess the applicants mountain bike skills and abilities, understanding of mountain bike safety, and their ability to communicate.

#### Selection Criteria:

- Passion for mountain biking, preferably experience working with children in an outdoor education or camp setting.
- Proficient mountain biking skills and a strong understanding of biking safety protocols.
- Excellent communication and interpersonal skills to engage with children, parents, and team members effectively.
- Ability to work collaboratively in a team and adapt to changing needs in a dynamic camp environment.

#### Training for Staff:

There will be a day of training for the successful applicants before the start of camp.

Policy Review and Updates:

This policy will be reviewed on an annual basis to ensure it is in accordance with federal, provincial, and local laws.

Only the successful applicants will be contacted for a position at our camps.