2016 Outdoor Pursuits Center
Leadership Candidate Training and Staff Application
Texas Tech University
Recreational Sports Department
Outdoor Pursuits Center
806.742.2949
www.recsports.ttu.edu

Informational Meetings:
February 11, 17 & 23 at 7pm at the OPC

*Application Materials Due: Friday, February 26th by 5pm*

Thank you for your interest in joining the Outdoor Pursuits Center!

The Outdoor Pursuits Center (OPC) provides the Texas Tech community quality resources and services through a unique leadership development program. With a wide variety of programs and activities, the OPC provides the Tech community with quality resources and services to both enjoy and create outdoor adventure oriented recreational and learning experiences. We rent a variety of camping and backcountry equipment, bicycles, skis and snowboards, manage the Climbing Center located in the Student Recreation Center, and our trips calendar includes white water kayaking, backpacking, rock climbing, mountaineering, caving, skiing, canoeing, canyoneering, and mountain and road biking. All of this is possible, however, due to the dynamic and intensive leadership development program designed to complement students’ academic learning. Outdoor Pursuits employees are extremely versatile, and all employees work in the equipment rental shop, at the indoor climbing wall, and in the field leading adventure trips.

Each spring semester the OPC seeks highly motivated students who want to enrich their college experience by increasing their workplace and leadership skill sets. Students who desire to get the most out of their college years and are not afraid of challenging themselves are invited to apply to become a part of this amazing program. Our primary goal is to provide Texas Tech students an opportunity to be significantly challenged in leadership skill development. Through rigorous field based trainings, continuous professional development, and daily workplace responsibilities, this student led program stands apart from any other leadership program or workplace on campus.

The completion of the application materials is your first formal step toward graduating from Texas Tech with the practical leadership experience to compliment your academic degree and give you the edge in the job market. The application and selection process is outlined below.

If you are interested in joining the OPC team, review the application materials provided here or on our website, complete the Student Employment Application, answer the supplemental questions, and include a typed cover letter and resume. Return it to the OPC by Friday February 26th, at 5pm.
Required Qualifications:
- Current Texas Tech University student
- Must possess a valid and violation free driver’s license
- Must be 18 or older
- Must be capable of carrying a backpack load of at least 60lbs over several miles of rough terrain
- Interest in backcountry travel and outdoor activities
- Capable of committing two years to the program
- Desire to learn how to teach, lead, supervise, and provide fun and meaningful activities for the Texas Tech community on campus and in challenging environments

Preferred Qualifications
- Belay Skills Verified at the Texas Tech Climbing Center
- Experience on one or more OPC adventure trips
- Personal experience with outdoor recreation activities
- Knowledge of outdoor equipment such as tents, backpacks, stoves, skis, and snowboards
- Current Wilderness First Aid or Wilderness First Responder certification

An Applicant Review Committee comprised of current student employees will conduct the initial application reviews and select candidates for Applicant Review Committee interviews. After the first interviews occur, select candidates will be granted to move forward the in application process. Final interviews will be conducted by the program administration.

Applicants who are selected for candidacy will be invited to attend the mandatory Leadership Candidate Training (LCT) course tentatively scheduled for August 11th-24th. This rigorous expeditionary course is the final step in the hiring process. It is designed to holistically challenge each participant. You will be responsible for teaching up to three pertinent outdoor or related skills topics, significant learning and skill comprehension, self-leadership, and healthy behaviors. Lastly, you will receive feedback on your performance throughout the course and you will be expected to give constructive feedback to your peers. The course will cost $185 which will cover all food, necessary equipment, transportation, and professional leadership.

Due to the remoteness of the majority of our trips, Trip Leaders are required to hold a current Wilderness First Responder (WFR) Certification. We host a Wilderness First Responder course each year over the entire Spring Break. The Recreational Center helps support OPC staff members by offering to pay part of their course fee.

Finally, once accepted into the program, the development and promotion process begins. Staff partake in specialized trainings to work in the equipment rental shop and indoor climbing center. Staff also begin to gain field experience serving as part of leadership teams for trips in non-paid roles. However, once staff attend activity specific trainings (e.g. Canoeing Site Management) and increase their experiences on trips, they are considered for promotion to the paid positions of Assistant and Trip Leader.

We appreciate your application.
Texas Tech University  
Department of Recreational Sports  
Student Employment Application

---

### Personal Information

**Name:** ________________________________  **ID Number:** ____________________

**Local Address:** __________________________

**Permanent Address:** __________________________

**Local Phone:** ____________  **Permanent Phone:** __________________________

**E-mail:** __________________________  **Is this e-mail current now & during summer?** ___

---

### Emergency Contact

**Name:** ________________________________

**Telephone:** __________________________

---

### General Information

**University classification:** (i.e. Freshman, Senior, Grad Student, etc.) __________________________

**Major:** __________________________  **Anticipated Graduation Date:** __________

**Are you presently employed on campus?**  ____ No  ____ Yes (where): __________________________

**Have you been awarded College Work Study?**  ____ No  ____ Yes  **Amount (hours):** __________

**Are you Community CPR certified?**  ____ No  ____ Yes  **Expires:** __________

---

Please list any emergency medical training you have received (WEMT, First Aid, and CPR etc.) and include photocopies of certifications (both sides): __________________________

---

**Are you willing to work some Holiday hours?**  ____ No  ____ Yes

**Do you know anyone who works here now?**  ____ No  ____ Yes (who): __________________________

---

### Employment References

<table>
<thead>
<tr>
<th>Name of Supervisor</th>
<th>Place of Employment</th>
<th>Phone Number</th>
<th>Dates of Employment</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Name of Supervisor</th>
<th>Place of Employment</th>
<th>Phone Number</th>
<th>Dates of Employment</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Name of Supervisor</th>
<th>Place of Employment</th>
<th>Phone Number</th>
<th>Dates of Employment</th>
</tr>
</thead>
</table>

---

*I believe and understand that the aforementioned information is true to the best of my knowledge and that any false or misleading information is sufficient grounds for disqualification of this application or termination of employment. Completion of and submission of this application does not guarantee employment with the Department of Recreational Sports or Texas Tech University.*

---

**Signature**  **Date**

---

*The Texas Tech Student Recreation Center is strongly and actively committed to diversity and providing equal opportunity within its community. No applicant or employee will be discriminated against because of race, color, religion, gender, sexual orientation, familial status, age, national origin, lifestyle, height, weight, marital status, political persuasion, veteran status, or disability concerning employment or during the course of employment in the department.*
On a separate piece of paper please type answers to the following questions.

1. Why do you want to work for the Outdoor Pursuits Center?

2. What expectations do you have in working for the Outdoor Pursuits Center?

3. Describe your current ability to balance school and personal life. How, then, do you see the OPC impacting your ability to effectively manage your life?

4. Describe a time when you made a mistake and how/what you learned from the experience.

5. What are your academic goals and how do you see the OPC contributing to your success as a student and beyond college?

Please submit the Student Employment Application, your resume, a cover letter, and your responses to these questions all together to the OPC by February 26th at 5pm.

The documents below provide more information about the culture of the leadership development program, staff responsibilities, and qualifications for staff promotion. We strongly encourage interested students to thoroughly read the provided information and to speak with current staff about their experience in being part of this program.
OPC Mission

Inspire Community, Develop Students, Unleash Spirit

Staff Mission

Staff members understand and demonstrate effective self and relational leadership.

OPC Covenant of Consistent Character

As staff members of the Outdoor Pursuits Center we recognize that our actions affect others. We have selected the following principles to serve as a mutual contract between each staff member to benefit each others’ development and for the health of the organization.

Stewardship, Humility, Passion, Support, Self-Leadership, Communication, Mutual Respect, Creativity, Ambition

OPC Culture

1. Self-Leadership
   We strive to be conscious of our personal responsibilities and take ownership of our attitudes and actions.

2. Effective Collaboration
   We recognize and honor the agency of others. Honest and direct feedback promotes healthy relationships and decreases frustration in cooperative efforts.

3. Covenant of Consistent Character
   We are a group of individuals who look to the welfare of others before satisfying our own needs. We value mutual respect, honesty, agency, and personal responsibility. We recognize that every day we are at all times representatives of the OPC and Texas Tech.

4. Learning
   The objective of teaching is learning. We invite learning in others by being passionate about learning ourselves. Imparting knowledge so that others can grow in competency and in judgment is a program priority.

5. Judgment
   Learning increases with increased responsibility. The high degree of responsibility placed on all staff demands the development of judgment. Paul Pedzoldt said “judgment is the process of using previous learning and experience to make a decision and execute decisions.” Protocols must be applied to specific situations where judgment then guides decisions and the appropriate application of resources.

6. Invite Change
   By honoring the agency of others, I, whenever possible, allow those in my care the freedom to choose. Why? To invite responsiveness rather than resistance. Promoting autonomy rather than forcing behaviors respects the humanity of others and creates opportunity for meaningful relationships and meaningful learning
Leadership Candidate Training (LCT) is an expeditionary course that combines the best in outdoor education and leadership training from the Wilderness Education Association, Leave No Trace, Wilderness Medicine Training Center, Steven Covey’s Seven Habits of Highly Effective People, The Arbinger Institute, and the Texas Tech Outdoor Pursuits Center. The educational curriculum is rooted in Albert Bandura’s Social Cognitive Theory and also borrows from Constructivist and Self-Determination Theories. As a result, this course will expand students’ current leadership and teaching capabilities and into their future careers.

The LCT expedition is a rigorous staff development course that is designed to incorporate all new student staff into the OPC program through standardized training. LCT introduces students to relational leadership, group management, Leave No Trace environmental ethics, effective teaching strategies, and Informative Tutoring Feedback. Candidates are exposed to three basic skill sets (outdoor, educational, and human) and a unique leadership philosophy that forms the core of OPC staff development. The integration of these skills begins on LCT and continues throughout a student’s employment. The effectiveness of an outdoor leader and the promotion of staff is directly related to constant personal development and conscious integration of these skills.

Finally, this course has a foundation of assessment. Accurate assessment skills are a prerequisite to developing quality judgment. Feedback from experts and peers is crucial to accurate self-assessment as it is often a significant trigger for thorough evaluation of your decisions. On a daily basis we will give and receive informative and constructive feedback. It’s important to remember that unexpected changes will occur and we will have to plan, re-plan and adapt. Students will need to use their creativity, flexibility, educational strengths and wild senses of humor to make each course the best it can be. We look forward to hiking, scrambling, and discussing how to improve each new student’s abilities as leaders and educators.

Beyond the field - The OPC administration invests a great deal in each student both in time and in finances. Beginning with this course staff receive financial assistance to offset the cost of the trainings offered during a student’s employment. The cost involved in training one student on this expedition is approximately $1000 of which we ask students to invest $185. To become a trip leader for the specific activities such as climbing or kayaking staff must complete additional trainings that normally cost $300 to $500. Fortunately, the program is able to cover these costs for the activity trainings because of the professional staff’s levels of training and experience. Additionally, staff lead backcountry trips and therefore must attend a 90hr Wilderness First Responder course that is offered over spring break each year. Students are required to pay approximately $410 of the course cost. At the end of a typical students’ career at the OPC they have invested much energy, time, and about $585. The OPC has a financial investment of about $3,200 in training alone for a student who works two years leading trips. Regardless, the OPC strives to invest much more than financial resources. Each student is seen as having great potential. We have specifically designed our program to assist students in reaching their academic, outdoor, and career goals. Students who invest in the program will receive the relationship, leadership, and group management skills that set them apart from others in future employment opportunities.

Thank you for your interest in our program. Please consider how your values and personal/career development goals align with our program. For any job, both parties receive greater satisfaction when they share common goals and perspectives.

David Young
Assistant Director – Outdoor Pursuits

Kevin Hoffman
Coordinator – Outdoor Pursuits