



WORLD CHALLENGE INC

HOW TO APPLY TO BE AN EXPEDITION LEADER

The following pages contain information for potential leaders, please read it carefully and then contact us if you have any additional questions or are interested in continuing the application process.

Email all resumes and credentials to:
info@wcexpeditions.com



What is World Challenge?

For over 20 years World Challenge has provided students life-changing opportunities to learn about the world and themselves. A World Challenge expedition is a challenging skills development and team building program for high school students that culminates in a four-week overseas expedition and combines service learning with adventure. This is not a school trip to Europe, or a guided tour of a capital city. Students spend over a year planning, coordinating and training for a 4 week trekking and community service expedition through rural areas in countries like Tanzania, Namibia, Argentina, Ecuador, Thailand, South Africa, and Vietnam.

World Challenge, North America currently works with over 50 schools across the country and plans to expand to more than 200 schools in the next three years. Our parent organization is based in London, England and works with schools from Britain, Australia, and Dubai. We have developed the most comprehensive and stringent safety standards in the field; giving students, parents and school administrators the confidence and peace of mind that they are dealing with a world class organization.

What does it mean to be a World Challenge Leader?

World Challenge is committed to excellence and expects as much from all of its Leaders. As a World Challenge Leader you will be responsible for making sure that students and teachers have the best possible experience – you will be responsible for their safety, happiness and learning. You will also be responsible for delivering the World Challenge ethos of ecological and cultural respect and responsibility.

As a World Challenge Expedition Leader, you will go on an expedition with a group of students (Challengers) accompanied by one of their school teachers. Challengers are high school students ranging in age from 14-18. Groups can be as small as 12, or as large as 20. Expeditions range in length from 9 days to 4 weeks and generally run during the months of June and July; though we do offer a few February expeditions.

World Challenge Leaders are expected to lead from behind so that Challengers have opportunities to make mistakes and to take charge of situations themselves. Nonetheless it is imperative that Leaders maintain their team's safety; Leaders should expect to step in and assist with team dynamics, planning, budgeting, communication, etc when necessary.

Leaders are there to help guide Challengers make decisions and plan their way through problems that arise. Leaders are responsible for making sure that safety and risks are being addressed, that gear is used and cared for appropriately, that medical treatment is coordinated with hospitals and the World Challenge operations team. Additionally, Leaders help look out for the psychological well being of the team. For many Challengers and teachers this is the first time they have attempted any kind of extended trek and it is often the first time they have left the United States or spent so long away from home.

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Requirements and Qualifications

World Challenge is highly selective when selecting Expedition Leaders. We are looking for Leaders with a unique blend of experience and certification. The following list indicates some of the character traits and qualifications that we look for when considering potential Leaders:

Required:

- Experience traveling in the developing world (though not necessarily the destinations we send you to)
- Experience working with kids ages 14-18
- Be able to identify and mitigate risk in outdoor and group settings
- Extensive experience camping and hiking in the outdoors
- WFA trained (minimum ... WFR preferred), and other outdoor certifications
- Criminal background check (not needed in order to apply)
- Valid Passport (not needed in order to apply)

Preferred:

- Have the ability to motivate a group into working together and solving problems
- Ability to deal with difficult situations under pressure
- Be comfortable with a variety of outdoor gear and equipment
- High altitude experience is preferred and necessary for some (but not all) expeditions
- Have knowledge and understanding of weather conditions and responses

Advantages / Compensation

World Challenge employs highly qualified leaders to help Challengers grow and learn about the developing world around them. As compensation for your work, World Challenge offers leaders competitive stipend and bonus opportunities. Total compensation varies based on duration of expedition and qualifications of leader; base salaries range from \$600 to \$2000 + generous bonus opportunities. Additionally, some domestic travel expenses and all abroad-travel costs are covered by World Challenge.

The Next Steps...

If you believe you meet the general requirements as listed above and are interested in applying to work as a World Challenge Leader please submit your resume and credentials to info@wcexpeditions.com or to the address at the bottom of the page. We will confirm that we have received your application and possibly invite you to our Fall Training Course (one weekend in September or October) where we can assess your qualifications first hand.

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Application Deadlines & Leader Schedule

- **All Year** – submit your resume and cover letter (accepted all year round). If you meet our general qualifications we will contact you for a phone interview and to request references. Then we may invite you to participate in a Potential Leader training and Assessment Course. Be sure to include the following information:
 - phone number
 - email address
 - mailing address
 - do you have a WFA or higher?
 - do you have experience working with groups in a wilderness setting?
 - have you traveled in the developing world?
- **One weekend (4 days) in September or October** – all qualified Leader applicants are screened during a weekend training course/camping trip in the Berkshire mountains in Massachusetts (transportation to the training location is not provided).
- **Online interaction with your team** – we will make every effort to staff all accepted leaders on an expedition within 10 months of your assessment course (normally during June or July). If you are staffed for an expedition, you will be asked to interact with your team through our online “Expedition Center” so that they can get to know you.
- **One weekend (2 days) in April or May** – all accepted Leaders are required to be available to attend an expedition preparation conference in Boston prior to their departure. Transportation to this conference is partially subsidized.
- **2 – 4 Four weeks in late June / early July** – all accepted Leaders must be available to lead an overseas expedition during this time period (or possibly for 2 weeks in February).

If you have any further questions about World Challenge please feel free to contact us. Please email resumes to the addresses below.

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