

Reference Form

For Field Staff Position



Applicant Name: _____

Your Name (please print): _____

Position/Title: _____

On a separate sheet of paper, please give candid responses to the following questions. Your responses will assist in our evaluation of the applicant's suitability for employment with Deer Hill Expeditions. When completed, please mail the materials to Staff Manager, Deer Hill Expeditions, PO Box 180 Mancos Co 81328 or email them to staff@deerhillexpeditions.com. It is necessary to have the applicant's references prior to hiring them, so please complete this form at your earliest convenience. We appreciate your time and effort.

What is a Field Staff Position at Deer Hill Expeditions?

Deer Hill Expeditions Field Staff facilitate extended wilderness adventures and service expeditions in the Four Corners Region of the southwestern United States. We also have an international expedition program based in Costa Rica. Our Field Staff are responsible for leading teens in wilderness settings, ensuring group and individual growth and safety, teaching the technical skills necessary for a successful expedition (backpacking, climbing, rafting, camping, etc), acting as positive role-models, and much more. This is a demanding position that requires self directed and creative leaders who can be "on" during the entirety of a program (12-25 days). Leaders must possess technical competence, patience, organization, flexibility, maturity, and demonstrated dedication to adventure education.

1. How long have you known the applicant, and in what capacity? How would you feel about working with this person again?
2. Comment on the applicant's communication skills and overall awareness of self and groups (e.g. ability to give/take feedback, presence of voice when leading, ability to express needs and concerns, maturity when leading groups, etc).
3. Please describe the strengths you believe the candidate possesses and that they will bring to a leadership position at Deer Hill Expeditions.
4. Are there areas that you believe the candidate may need further development or experience? (e.g. inter/intra personal skills, organization, promptness, attention to detail, etc.)
5. Comment on the applicant's safety and judgement skills and risk management skills (e.g. ability to assess potential risks, management them appropriately and exemplify positive role modeling).
6. If you can, please speak to the candidate's technical outdoor skills such as whitewater rafting, climbing, backpacking and leading groups in a wilderness setting.

Signature: _____ Date: _____

Name (please print): _____ Email: _____

Address: _____ City: _____ State: ____ Zip: _____

Phone: _____ May we contact you for additional info? Y / N

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EXPEDITIONS