

Reference Form

For Field Staff Position

Deer Hill Expeditions, P.O. Box 180, Mancos, CO 81328
staff@deerhillexpeditions.com | 970-533-7492



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, return this form to the applicant in a sealed envelope that is signed over the flap. We will not process the candidate's application until we receive all application materials, including reference forms, so please complete this form at your earliest convenience. We appreciate your time and effort.

What is a Field Staff Position at Deer Hill?

Deer Hill Field Staff facilitate wilderness adventures and service expeditions in the Southwestern United States, including Colorado, Arizona, Utah, and New Mexico. We also have an International expedition program based in Costa Rica. Deer Hill Field Staff are responsible for leading teens in a wilderness setting, ensuring group and individual safety, teaching the technical skills of expeditions (backpacking, climbing, rafting, camping, etc), acting as a positive role-model, and much more. This is a demanding position that requires leaders to be "on" during the entirety of the program. Leaders must possess patience, organization, flexibility, maturity, and have a dedication to education in a wilderness setting.

1. How long have you known the applicant, and in what capacity?
2. Comment on the applicant's communication skills (e.g. ability to give/take feedback, presence and clarity of voice when leading, ability to express needs and concerns, maturity of tone/topic when leading groups, etc).
3. Please comment on the strengths you believe the candidate possesses, and will bring to a Leadership position at Deer Hill.
4. Comment on the areas that you believe the candidate may need some further development (e.g. inter/intra personal skills, organization, promptness, attention to detail, etc).
5. Comment on the applicant's character and judgement (e.g. ability to assess potential risk management issues and exemplifying positive role modeling).
6. If you can, please speak to the candidate's outdoor skills such as whitewater rafting, climbing, backpacking and leading groups in a wilderness setting.

Signature: _____ Date: _____

Name (please print): _____

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

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

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