

## Adventure Center Assistant Job Description

**TITLE:** Adventure Center Assistant

**ROLE:**

- AC Assistants will **lead** programming including, but not limited to: teambuilding, high ropes, low ropes, instructional clinics, indoor rock climbing, and outdoor trips such as backpacking, rock climbing, hiking, and kayaking.
- Adventure Center (AC) Assistants are the front-line Adventure Center employees who help create a **welcoming and safe environment** for patrons in all of our programs.
- Your two main responsibilities are **risk management** and **inclusion**.
- AC Assistants **use the outdoors as a tool** to help patrons overcome their fears, learn new skills, make new friends, and **grow** as individuals or groups.

**\*Please refer to the bottom of this job description to view more detailed examples of job responsibilities and how they align to your personal & professional development.**

**PAY RATE:** \$10.10 per hour as an Assistant. You will also be hired as a Specialist (\$10.75) and a Supervisor (\$11.25) for the multiple different roles you will be working.

**TYPICAL WORK SCHEDULE AND HOURS:**

- Schedules are flexible and assigned based on your availability. We appreciate that you are a student first.
- Set schedule will be created and shared at the beginning of the semester for certain aspects of the job including the climbing wall and trip leading. Other shifts will be assigned as they are booked through program requests from outside groups. These shifts will also be assigned based on availability.
- Most AC staff work 5-15 hours per week.
- Student employees can work a maximum of 28 hours (domestic) and 20 hours (international) per week for all campus jobs.
- There is AT LEAST one email to respond to each week. You must respond to any work communication within 48 hours.
- We have a monthly staff meeting on a Sunday evening from 6:00-9:00 pm.
- You will have many different training shifts in all areas of the Adventure Center.
- Evening and weekend shifts are common.

**SUPERVISOR(S):** Assistant Director, Outdoor Adventure

**MINIMUM QUALIFICATIONS:**

- Must possess strong customer service skills.
- Work both independently and collaboratively in diverse working groups to achieve common goals.
- Strong verbal and written communication skills with coworkers, supervisors, and all RecWell patrons and guests.
- Ability to positively create a welcoming environment for all and maintain a positive attitude at work.
- Functions and communicates effectively and respectfully within the context of varying beliefs, behaviors, orientations, identities, and cultural backgrounds.
- Demonstrating an articulation of one's own personal and professional goals, strengths, and weaknesses, and how this work experience will be a growth opportunity.
- Ability to address conflict in a professional manner through problem-solving and critical thinking.

**HOW TO APPLY:** Interested candidates must apply through Handshake.

**QUESTIONS?** Contact Chris Lukas at [clukas@kent.edu](mailto:clukas@kent.edu)

**SUMMARY OF THE ADVENTURE CENTER:** The Adventure Center is the umbrella for a variety of programs and services through Recreation and Wellness Services. Some of the highlights of the Adventure Center include [adventure trips](#), [instructional clinics](#), [teambuilding programs](#) and the [climbing wall](#). Our adventure trips run throughout the year and typically include experiences such as rock climbing, kayaking, and backpacking. The climbing wall is open year-round at the Beverly J. Warren Student Recreation and Wellness Center and offers free try climbs on Fridays from 5 - 8 p.m. The Adventure Center also runs the [Outdoor Rental Center](#), offering high-quality, low-cost equipment for all your camping and paddling needs.

**APPEARANCE AND DRESS:** The AC Assistant will be clean and neatly attired while on duty. A RecWell staff shirt and nametag (provided) to be worn as the primary outer layer, as well as khaki / jeans bottoms with no rips or holes and closed-toed shoes when in the building. Certain Adventure Center roles allow hats, personal clothing, and sandals with a back strap to be worn.

#### **OTHER REQUIREMENTS AND EXPECTATIONS:**

- **Background Check:** Must obtain a background check outlined by the department prior to employment. All offers of employment at RecWell are contingent upon clear results of a thorough background check (will be provided upon hire at no cost). A plea of guilty to, a finding of guilty by a referee, jury or court of, or a conviction of any of the following shall disqualify an individual from being eligible for employment with Recreation and Wellness Services.
  - (1) A felony. (2) A sexual offense, as defined in chapter 2907 of the revised code. (3) An offense of violence, as defined in section 2901.01(A) (9)(a) of the revised code. (4) A theft offense, as defined in section 2913.01(K)(1) of the revised code. (5) A drug abuse offense, as defined in section 2925.01(G) of the revised code. (6) Substantially comparable conduct to (1) through (5) above, occurring in a jurisdiction outside the state of Ohio.
- **Standard Trainings:** Become certified in American Red Cross CPR/AED / FA for the Professional Rescuer, Mental Health AID Training, Bloodborne Pathogen Training, and other trainings as assigned (will be provided upon hire at no cost).
- **Department Trainings:** Attend all new hire orientation trainings, department (semesterly) and area trainings (monthly), and other trainings (in person and online) as needed.
- **Certifications:** Maintain all valid certifications that are required of your position and abide by FERPA / HIPPA.
- **Communication Expectations:** Adhere to communication deadlines and expectations set forth by your area supervisor or other professional staff members, including answering emails, text messages, and phone calls in a timely manner (24-48 hours).
- **Work Flexibility:** Ability to work a flexible schedule, including non-traditional work hours, and practice good time management skills.
- **Working Week Limit:** Abide by the hourly work week limit of 28 hours maximum per week in all on campus jobs combined. For international students, this number is 20 hours per week when classes are in session, and 28 hours per week when classes are not in session (summer, spring break, and winter break).
- **Emergency Response:** Ability to respond to an emergency, as outlined in the Emergency Action Plan.
- **Clean, Safe, Organized Workstation:** Maintain a clean, organized, and safe workstation and environment for student employees, patrons, and all others.
- **Policies and Procedures:** Abide by all other policies and procedures outlined by Recreation and Wellness Services, the Division of Student Affairs, and Kent State University.
- **Commitment and Congruency:** Commitment to Recreation and Wellness Services' mission, team culture, and values and aligning oneself with them.
- **Physicality:** This is a physically taxing job: Ability to carry heavy gear and equipment; Ability to work in outdoors environment including cold, snow, wind, sun, rain, etc.

#### **ABOUT RECREATION AND WELLNESS SERVICES:**

- **MISSION STATEMENT (describes who we are):** Recreation and Wellness Services is committed to providing equitable co-curricular experiences through a culture of learning, growth, and well-being in a supportive and welcoming environment.
- **TEAM CULTURE (describes what the workplace is like):** Well-being, Supportiveness, Flexibility, Inclusivity, Integrity, and Positive Attitude.
- **VALUES (describes what guides our practice):** Belonging, Development, Integrity, Quality, and Safety.

**EQUAL OPPORTUNITY:** We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.

**AVAILABLE RESOURCES:**

- [Kent State University Career Exploration and Development \(website\)](#)
- [How to Write a Resume \(website\)](#)
- [How to Write a Cover Letter \(website\)](#)

**NACE COMPETENCIES FOR A CAREER – READY WORKFORCE:** The [National Association of Colleges and Employers](#) developed a definition for career readiness and [identified eight key components](#) to prepare college students for a successful transition into the workplace. These are some more examples of how this position will allow you to grow in each of these competencies. Some examples are “Professionalism” and “Critical Thinking”. This position’s job responsibilities will allow you to grow in each of these competencies. Please see below. Please also visit [this link](#) to see how working in the department will allow you to grow in these skillsets.

Job Responsibilities	Career & Self Development	Communication	Critical Thinking	Equity& Inclusion	Leadership	Professionalism	Teamwork	Technology
<b>Job Responsibility 1:</b> Demonstrate intentional effort in personal and professional growth.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 2:</b> Create a safe environment while constantly managing risk.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 3:</b> Create an inclusive environment where everyone feels safe and welcome.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 4:</b> Communicate effectively with patrons, other employees, and supervisor.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 5:</b> Be prepared for all programs and shifts.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Job Responsibility 6:</b> Help patrons grow by facilitating the Adventure Center learning outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Job Responsibility 7:</b> Be a leader, teacher, and role model for patrons and other staff.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 8:</b> Use technology to improve job efficiency and enhance patrons’ experiences: Microsoft Suite, Email, Connect 2 & Fusion software, OneDrive, etc.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>