

Texas State University – San Marcos  
Outdoor Recreation  
Department of Campus Recreation  
**GOAL Challenge Course Facilitator**

**Purpose/Primary Function of the Position:**

The GOAL Challenge Course Facilitator is responsible for guiding diverse and dynamic groups of participants through team building and challenge course activities, under the supervision and guidance of the Outdoor Recreation Assistant Director and Graduate Assistant.

**Duties and Responsibilities (Not Limited To):**

- Safely set up and tear down all high and low elements as defined by the GOAL standard operating procedures
- Provide all participants with adequate onboarding for safe engagement with all elements
- Guide diverse and dynamic groups through all activities while maintaining a culture of 'challenge by choice'
- Plan activity sequences based on group goals, instruct participants, monitor physical and emotional safety, and reflecting with the group on their experience
- Enforce all program, personnel, and department policies and procedures during program facilitations
- Inspect equipment for damage and/or missing parts, clean, repair, and return equipment to proper storage
- Complete post-program assessments and evaluations
- Establish and maintain clear and open communication with staff and supervisors
- Support and model the vision and goals of Outdoor Recreation and Campus Recreation
- Be familiar with all aspects of, and able to implement the Emergency Action Plan at all times
- Attend all staff meetings
- Other duties as assigned

**Employment Qualifications:**

- Availability during the summer semester (May-August)
- Flexible schedule, specifically mornings and weekends
- Active Texas State student, registered for a minimum of six (6) credit hours and maintain a minimum 2.5 GPA
- Current CPR and First-Aid Certifications (or obtain within 30 days of hire)
- Current Top Rope Belay Certification at the TXST Climbing Center (or obtain before first day of training)
- Facilitators must be able to provide their own transportation to University Camp
- Stand & walk for hours at a time; be able to lift and carry up to 40 pounds
- Knowledge of and experience with group facilitation and team building activities is strongly preferred

**University and Departmental Policies, Orientation, and Training:**

All employees are required to attend the Campus Recreation annual training at the start of the Fall Semester, and familiarize themselves with Outdoor Recreation procedures and policies. Position-specific training will be provided. In-service trainings will be held throughout employment to give opportunities to further develop skills and knowledge applicable to this position and future promotions.

**Wage Rate/Range, and Scheduling of Work Hours:**

Staff hired at the GOAL Challenge Course Facilitator level will be paid **\$8.00 per hour**. Staff may be paid up to \$9.50 per hour if the following requirements are met:

- Work with the GOAL program for at least 2 Academic Semesters
- Received positive supervisor evaluations from the two most recent semesters
- Possess a certification from one of the following applicable national agencies:
  - Association for Challenge Course Technology (ACCT) Level 1 or Level 2 Certification
  - Other certifications or combinations of lower certifications as approved by the Assistant Director

Any evaluation-based pay raise that is received will be removed upon receiving a negative supervisor evaluation.

Hours per week vary based on group requests; 2-6 hours per program.

**Supervision:**

Daily supervision, guidance and instruction will be provided by the Outdoor Recreation Graduate Assistant. The secondary supervisor is the Outdoor Recreation Assistant Director.