



secondnature

Thank you for your interest in Second Nature Uintas. We are a licensed treatment program that uses the wilderness setting in a clinically focused intervention to teach students accountability, communication skills and healthy emotional and behavioral habits. Field Instructors work eight days on, six days off. The eight day shift is spent in the backcountry hiking and camping.

Enclosed are an application and a list of Frequently Asked Questions about the program. To apply, please mail, email or fax your completed application, resume, three letters of recommendation and copies of your current (within the last year) First Aid and CPR certifications.

After reviewing your completed application materials, I may ask to conduct a phone interview with you. After the interview, I may invite you to participate in one of our seven-day field training sessions. The training session is viewed as an interview process where you will be observed within the structure of the program. It is a time for you as a trainee to “interview” the program as well. Participation in the training session does not guarantee you a job, however, if you have been selected to participate in the training you have already met some of the requirements and Second Nature has high hopes for you to be hired. We hire new employees on the last day of each training session. Upcoming training dates are:

Generally we run training sessions about six times a year. For future training session dates please go to our website, www.snwp.com.

Trainings fill up quickly. Please send in your information as soon as possible. Second Nature screens all employees to promote a drug free work place. Thank you again for your interest in Second Nature. I look forward to hearing from you.

Best,

Jon Doebler
Assistant Field Director
recruiter.duchesne@snwp.com

SECOND NATURE UINTAS EMPLOYMENT APPLICATION

Office Address: 382 West Main Street, P.O. Box 318, Duchesne, UT 84021
Phone: 435-738-2040 Fax: 435-738-2046

Second Nature is an equal opportunity employer and will consider all prospective applicants without any discrimination of race, color, religion, gender, national origin, age, sexual preference, marital or veteran status, non-job-related physical conditions or disabilities, or any other legally protected status.

Applicants are required to be a minimum of 19 years of age, have a high school diploma or equivalent, and have current CPR & First Aid certifications. Second Nature also will process a Federal Background Criminal Investigation (BCI) of all potential employees. Upon hire date, all employees are required to undergo a pre-employment drug test and random drug tests thereafter.

Position applying for: _____ Date of application: _____

How did you hear about Second Nature? outdoored.com backdoorjobs.com aee.org poster

Employee (Name: _____) Other: _____

Personal Information

Name: _____

Address: _____

Telephone: _____ Email: _____

Date you can begin to work: _____ Can you work for one year or more? _____

Do you need this job as an internship for college credit? YES NO

Are you at least 19 years of age? YES NO

Have you applied or been employed here before? YES NO

Are you presently employed? YES NO

May we contact your present employer? YES NO

Have you been convicted of a crime (excluding minor traffic violations)? YES NO

If yes, please explain. _____

Are you a veteran of the U.S. Military? YES NO

Was your discharge honorable? YES NO

If no, please explain. _____

Certifications

C.P.R. certification date: _____ Expiration Date: _____

First Aid certification date: _____ Expiration Date: _____

Please enclose copies of all certifications.

Last Name: _____

Education

High School: _____ Location: _____ Graduate? Yes No

College/University: _____ Location: _____ Major: _____ Graduate? Yes No

College/University: _____ Location: _____ Major: _____ Graduate? Yes No

Graduate School: _____ Location: _____ Major: _____ Graduate? Yes No

Trade/Business School: _____ Location: _____ Major: _____ Graduate? Yes No

List any specialized training gained from these schools that might be beneficial to this job. Attach sheet if necessary.

Employment History (list most recent first)

Company Name: _____ Position: _____ Supervisor: _____

Address: _____

Telephone: _____ Dates of employment: _____

Job Responsibilities: _____

Reason for leaving: _____

Company Name: _____ Position: _____ Supervisor: _____

Address: _____

Telephone: _____ Dates of employment: _____

Job Responsibilities: _____

Reason for leaving: _____

Company Name: _____ Position: _____ Supervisor: _____

Address: _____

Telephone: _____ Dates of employment: _____

Job Responsibilities: _____

Reason for leaving: _____

Last Name: _____

Experience

List professional and personal wilderness experience. _____

Briefly summarize special skills and qualifications you have gained from employment or other experiences. _____

List all experiences you've had teaching, counseling or interacting with adolescents. _____

Please explain your interest in this company and how you hope to contribute. _____

**PLEASE ENCLOSE YOUR RESUME, THREE LETTERS OF RECOMMENDATION
AND COPIES OF ALL RELATED CERTIFICATIONS.**

Frequently Asked Questions About Second Nature Uintas

What qualifications do I need to become a Field Instructor?

Applicants are required to be a minimum of 19 years old, to have a high school diploma or equivalent and to have current CPR and First Aid certifications. Second Nature will process a Federal Background Criminal Investigation (BCI) of all potential employees, and upon hire date, all new employees are required to undergo a pre-employment drug test. Second Nature also asks that Field Instructors make at least a one year commitment to work here.

It is helpful, but not necessary, to have backpacking experience. Experience working with youth, counseling or teaching is helpful as well. Second Nature also offers in-house training from which Field Instructors can learn communication skills, crisis interventions and many more tools that are useful for working here.

How do I apply to become a Field Instructor?

Mail, email or fax your completed application, a resume, three letters of recommendation and copies of your current (within the last year) First Aid and CPR certifications. The letters of recommendation should be from academic and/or professional sources. You can send the letters with your application and resume or they can be sent directly to the office by your references. The Recruiter will review your information and contact you to let you know if you qualify to participate in an informal phone interview. If all goes well during the interview, you will be invited to participate in one of our field training sessions. Sending in all of the application materials several weeks or months in advance will give you a better chance of participating in the training session that best fits your schedule.

What is the training session?

The training is a seven-day period spent in the field, backpacking and learning with other trainees. The training may be both emotionally and physically challenging. You will hike 2 to 10 miles a day over medium to rugged terrain with a backpack the entire week. Second Nature trainers will ask you to be emotionally vulnerable and as uncomfortable as you are willing to be. You also will have the chance to learn about the program experientially. You will participate in role modeling, learning about the program from the perspective of both the student and the Field Instructor. Your trainers will teach therapeutic interventions during the week. These will include communication and problem-solving skills, anger management techniques and how to appropriately confront students' issues. You will learn to use "I Feel Statements" to express feelings, and you will learn the concepts behind the Feeling Statement to be able to teach it to the students.

The training is not a competition with the other trainees but a time for all to work as a team and interact in a healthy manner. The training is viewed as an interview process where you will be observed within the structure of the program. It is a time for you as a trainee to "interview" the program as well. Participating in the training does not guarantee you a job. However, if you have been selected to participate in the training you have already met some of the requirements and Second Nature has high hopes for you to be hired. At the end of the training session, you will know your employment status.

What is Second Nature designed to do for the students?

Second Nature is designed to create an intensive initial impact for students, teach them positive behaviors and communication skills and integrate strong work habits with effective interpersonal functioning. The beginning of the students' stay is comprised of teaching the basic lessons of the outdoors, personal responsibility and awareness of how their behavior impacts others and their environment. It also is a foundation for them to build self-esteem based on internal feelings instead of their external world. During

the latter phases of the program, students are motivated to move from a state of awareness into a state of action, turning towards positive personal habits and healthy, productive living. The concept of acting positively and taking accountability for personal behaviors instead of living reactively to the external world is emphasized during this phase of the program. The students spend time focusing on teamwork, cooperation, resolving conflicts, inter-personal skills and service.

What kind of students does Second Nature permit into the program?

Second Nature works with students who are thirteen to seventeen years of age. The majority of the students are referred to the program by Educational Consultants who help parents map out the most appropriate plan for their children's needs. Students participating in the program usually fail to respond to rules, act entitled, have made poor decisions, underachieve or experience a decline in academic performance, have low self-confidence or experience conflict within their families. Some of the emotional and behavioral issues are depression, learning differences, oppositional defiant disorder, attention deficit, substance abuse, anger management and inappropriate behavior. The students are carefully screened before entering the program. Those individuals with severe mental illness, who pose a serious threat to others, or who pose a serious threat to themselves are not permitted into the program.

What are the primary responsibilities for Field Instructors?

The primary responsibility for Field Instructors is to ensure the physical safety of the students. Instructors are there to serve the students' physical needs first and foremost. Just as important, is the Field Instructors' responsibility of keeping the group environment emotionally safe and enabling the students to discuss sensitive and personal issues. In addition, Field Instructors help to implement the therapeutic plan for each student. This is done by helping students to complete assignments, teaching and role modeling assertive communication tools, implementing initiative activities, running group therapy sessions and talking one on one with students.

What are some of the rewards and challenges of the job?

Many people are attracted to the Field Instructor position because of some of the personal rewards associated with it. Field Instructors can connect with each other, Therapists and Field Directors making significant friendships and healthy working relationships. Field Instructors also can connect with the students, helping them to confront their issues, to communicate appropriately and to grow. It can be rewarding to be involved in the process of making a positive difference in someone's life. Many Field Instructors also use the therapeutic tools that they teach the students in their own lives. Thus, this job can allow for a good deal of personal growth. Finally, living and working outside for a full week can be a great reward.

This work also is challenging. The adverse weather can be difficult on both students and staff. The students' struggles can be challenging for staff as well. Due to being pulled from the extreme comfort of their homes and due to the tension created from promoting accountability, the students sometimes voice disappointments and frustration at perceived powerlessness. This can be emotionally trying for new staff, as Field Instructors are powerful influences in the students' life.

Where is Duchesne, Utah?

Second Nature is located in Duchesne, a town in Northeastern Utah. It is approximately two hours east of Salt Lake City on Highway 40.

What does the field area look like?

Field Instructors backpack with students in the Uinta Mountains during the summer months and in the high desert near Nine Mile Canyon in the winter months. The elevations range from 4,500 to 11,000 feet.

Temperatures in the summer range from the upper nineties to the mid sixties. Winter temperatures range from the fifties to well below freezing.

What kind of camping do we practice?

Second Nature practices Low Impact Camping, avoiding adversely affecting the environment. Upon signing up to do a training, trainees receive more information regarding Second Nature's practices of Low Impact Camping.

What is a Field Instructor's schedule?

Field Instructor work weeks run from Tuesday to Tuesday. The schedule is eight days on and six days off. The work week begins with an In-Service meeting. The In-Service meeting is a time for all the staff of one rotation to receive information from the Field Directors, Therapists and other Field Instructors. Following the meeting, Field Instructors drive to the field to join their group, exchange information with the Field Instructors who have spent the previous week in the field and then remain in the field until the following Tuesday. At the end of the work week, Field Instructors return to the office, spend a few minutes putting away materials and then they are free to start their six days off.

How much do Field Instructors get paid?

Second Nature has a level system for Field Instructor pay. Each level has increased responsibility and increased pay. Field Instructors begin by earning \$127/day for their first three shifts, also called the Internship. The next three or four shifts are called Level I, and Field Instructors earn \$130/day. Next, Field Instructors move to Level II, and earn \$135/day or \$28,000/year. Performance bonuses are given out after the first six months of employment and every few months thereafter. Within nine months it is possible for a Field Instructor to become a Senior Field Instructor and to earn \$150/day or \$31,000/year, and within fifteen months it is possible to be a Level 4 Senior and to earn \$35,000/year. Dedicated individuals who make Level 5 Mentor will earn \$39,500/year excluding bonuses.

What kind of benefits do Field Instructors receive?

Medical and dental insurance is offered to all Field Instructors. After one year of employment, Field Instructors may participate in the company's 401K program. Field Instructors are offered professional gear discounts with certain companies to purchase necessary gear for field. Second Nature also requires employees to participate in certain training courses for level advancement, such as de-escalation training and some medical training like the Wilderness First Responder (WFR). Second Nature pays for these certifications.

Instructors who are married or dating may work together at Second Nature. The couple will spend at least their first three rotations in separate groups in order to facilitate the development for their personal style outside of the relationship. After this time period they can make a request to the Field Directors to work together.

Are seasonal positions or internships available?

We ask that folks make a one year commitment to work at Second Nature. We do make exceptions however, for people who can use their work here as a college internship or for college credit. In those cases, we ask for a three month commitment. We will complete any paperwork that is required by the college or university. Usually Field Instructors who use their work at Second Nature as an internship are working toward degrees in psychology, social work or recreation.

Where do most Field Instructors live?

Most Field Instructors live in Salt Lake City, Park City, Provo/ Orem Area and Moab. Duchesne is only

two hours from Salt Lake City and an hour and a half from Park City and Provo. Moab is located about three hours from Duchesne. Because the Field Instructors only have to commute once a week (remember the schedule is Tuesday to the following Tuesday), many live in these areas. We do not provide any living arrangements through Second Nature. Many people find living arrangements with other Field Instructors, sharing apartments with a person on the opposite schedule or renting a house together. Second Nature has a staff bulletin board and a staff internet site where Field Instructors can post the need for housing or roommates.

How do Field Instructors spend their time off?

Finding adventures in Utah is easy to do. Nine Mile Canyon is located one hour south of Duchesne, and is the home of some of the most amazing petroglyphs left by the Fremont Indians. Just an hour and a half away from Duchesne, Rock Canyon and American Fork Canyon are a climber's dream. Joe's Valley, located near Castle Dale, is also a great place for both climbers and boaters. The Uinta Mountains are the only major range in the lower 48 states which runs east and west, and they are the home of the highest peak in Utah at 13,528 feet. The Uintas are a great place for anglers, backpackers, and hikers. Moab offers itself as a base camp for the extraordinary southeastern Utah National Parks such as Arches and Canyonlands. It also offers river trips, bicycle excursions, hikes, marathons and mountain biking festivals. In the winter months, Utah is the home of some of the best skiing and snow boarding on earth, both backcountry and resort. Some of the resorts include Snowbird, Park City, Alta, Brighton, Solitude, Canyons, and Deer Valley. A little farther a field, but easily within driving distance during a six day off week, are Montana, Wyoming, and Colorado with more great skiing and National Parks like Yellowstone and the Tetons. To dabble in some cultural activities, Salt Lake City and Park City are the places to be. The Utah Symphony, Sundance Film Festival, summer concerts at the Red Butte Gardens and Gallivan Center, ballet, opera or modern dance performances are all cultural activities that are available. Restaurants are abundant and diverse, ranging anywhere from Vietnamese and Tibetan to Italian and American.

What if I have more questions?

If you have any other questions about the Field Instructor position, or if you are interested in applying to work as a Field Instructor, please call the Second Nature Recruiter at 435-738-2040, or email at recruiter.duchesne@snwp.com.