



Reference Form for Assistant Instructor/Climber Position

Applicant Name: _____ Date: _____

Your candid appraisal of the applicant's qualifications will assist in our evaluation of his/her suitability for employment with North Carolina Outward Bound School. Please return the completed reference form to the applicant in an envelope with your signature across the sealed flap. Thank you for your time.

The mission of North Carolina Outward Bound School is to conduct safe, adventure-based courses structured to inspire self-esteem, self-reliance, concern for others, and care for the environment.

North Carolina Outward Bound School courses take place in wilderness areas of North Carolina, Florida's Ten Thousand Islands, Chile, Ecuador and the Bahamas. Programs are demanding for staff and students alike. Staff are responsible for the safety and educational experience of novices (ages 14 to adult) on extended wilderness expeditions from 8 to 78 days.

Courses include technical activities such as backpacking, mountaineering, rock climbing, mountain biking, whitewater canoeing and rafting and sea kayaking. These activities are used as catalysts for personal enrichment and group development. Assistant Instructors must have an appropriate blend of technical outdoor skills, teaching skills, and interpersonal skills for this position.

1. How long and in what capacity have you known the applicant?
2. Your candid comments are appreciated. Please be as specific as possible regarding your impression of the applicant in the areas listed below.
 - A. Teaching and leadership experience:
 - B. Interpersonal skills and group facilitation skills (communication, conflict resolution):
 - C. Character (dependability, patience, tolerance, sensitivity to others, etc.):
 - D. Judgment and decision making abilities:
 - E. Outdoor skills experience (technical rock climbing, river skills wilderness expeditioning, safety and judgment):
3. Overall comments and recommendation for this position.

Signature _____ Date _____

Name (please print) _____ Position or Title _____