



## JOB DESCRIPTION

<b>Job Title:</b>	Program Supervisor THR– Winter Park
<b>Location:</b>	Winter Park, CO and some required business in Denver, CO
<b>Department:</b>	Winter Park Program
<b>Reports to:</b>	Program Director – Winter Park
<b>Supervises:</b>	Instructors, Coordinators, Volunteers
<b>FLSA Status:</b>	<input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt
<b>Classification:</b>	<input checked="" type="checkbox"/> Year Round <input type="checkbox"/> Seasonal <input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time

### About the NSCD:

We are Colorado's most comprehensive provider of adaptive outdoor experiences. We offer more programs, in more places, in more ways that change lives. The National Sports Center for the Disabled is a leading provider of adaptive outdoor recreation experiences committed to helping individuals with disabilities, their caregivers and the broader community rethink ability. Through the power of adaptive innovation, recreation and Colorado's great outdoors, we are transforming lives, families and communities and creating a world that celebrates each person's abilities.

Our exhilarating adaptive outdoor experiences help participants make the very most of their passion, their talents and their aspirations. They discover a renewed sense of confidence, reignite the pure joy of play, and find motivation to try new things, meet new people and believe in their own abilities. With industry-leading adaptive equipment, renowned coaches, instructors and volunteers and unmatched mountain and metro programs, we change the perceptions of athletes of all levels and help them, and the world, [#RethinkAbility](#).

### Position Overview

The Program Supervisor (Therapeutic Horse Riding) manages operations associated with the NSCD programs including planning, coordination, implementation and evaluation phases. They coordinate custom groups, weekly programs and camps; mentor staff and volunteers; and supervise the NSCD instructors, interns, and volunteers. The Program Supervisor provides direct client services instruction.

### Job Duties

*The job duties of this position are performed personally, in cooperation with your supervisor, and/or in coordination with other staff. Additional work functions and duties may be assigned.*

- Supervise programs, staff, participants and volunteers on a daily basis in all programs, as assigned, offered in Winter Park Programs: alpine and Nordic skiing, snowboarding, snowshoeing, horse riding, rock climbing, whitewater rafting, kayaking, backpacking, fishing, camping, NSCD Moves obstacle course, mountain and road cycling, and more.
- Assess participants for appropriate activities, adapted equipment and provide instruction in various activities.
- Document and evaluate program benefits as well as participant, staff and intern performance.
- Develop and implement mentor program for staff, volunteers and interns.
- Develop and implement training programs for staff, volunteers and interns.
- Oversee the permitting process and off-site facility arrangements for programs.
- Coordinate necessary adaptive equipment and schedule transportation needs for programs.
- Assist in the development and promotion of recreation programs.
- Attend clinics and continuing education classes specific to programs.

- Attend all required NSCD training sessions and meet standards to pass training.
- Maintain and enforce safety standards established by NSCD policies and procedures. Set example by consistently following safety procedures and utilizing appropriate safety equipment.
- Create and maintain a friendly, congenial, and helpful attitude while effectively dealing with guests and other employees.

#### THR Program Delivery

- Coordinate and instruct THR daily programs, weekly groups, and extended stay and camp programs using appropriate teaching progressions and exercises.
- Perform student assessments and plan lessons according to adaptive sports and therapeutic recreation concepts.
- Document student progress, maintain accurate records and make recommendations for future lessons.
- Assists during volunteer training clinics and volunteer work sessions as needed.
- Ensure volunteers are tracking volunteer hours in Volgistics and support Volunteer Services as needed.

#### Horse and Venue Care

- Maintain the health and safety of all horses in the care of NSCD.
- Lead daily care, feeding, and water for all horses.
- Recruit leased horses for the summer program, exercise/train horses as needed.
- Secure winter boarding for NSCD owned horses.
- Arrange horse healthcare such as, veterinary services, medications, hoof trims, etc.
- Order and distribute horse feed and hay.
- Venue care to include arena maintenance, tack room upkeep and yurt upkeep.
- Maintain an accurate record of horse behavior and care.
- Operate heavy equipment including a standard shift tractor and trailer.
- Use and maintain equipment: bridles, saddles & pads, helmets, equine care equipment, generator, pumps, feed racks, portable electric fences, standard shift vehicles, tractor, horse trailer, and other applicable tools and appliances.

#### **Supervision**

- Effectively supervise and manage direct reports and provide, by example and leadership, motivation and direction to employees of the organization.
- Carry out supervisory responsibilities in accordance with the organization's policies and applicable state and federal employment laws.
- Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; recognizing and rewarding employees; corrective disciplinary procedures and practices under direction of the President/CEO, addressing complaints and resolving problems.
- Conduct annual employee performance reviews in a timely and effective manner. Evaluate performance of employees for compliance with established policies and objectives of the organization and contributions in attaining objectives.
- Set the tone of the department to ensure morale, teamwork, and that the positive employment culture of the organization is maintained.
- Regularly schedule leadership/management, department, and staff 1:1 meetings to provide leadership, development, and a forum for communication to ensure coordination and collaboration in meeting organization and individual goals.

#### **Professional Performance**

- Adhere to all Personnel Policies and Procedures for the Agency.
- Maintain professional standards of performance, demeanor, and appearance at all times; act as a "role model" both at and away from the Agency.
- Maintain a creative, team-building approach to job performance and seek to bring a constructive, problem solving orientation to all tasks.
- Performs all tasks and responsibilities with attention to detail and in a complete and timely manner, complying with agency policies and standards and conforming to the scheduling requirements of the job and program.
- Maintain an awareness of the agency's mission and work to promote the positive individual and social change goals it embodies.

- Exercise discretion and professional judgment at all times keeping with the responsibilities carried personally and by the agency for the care and welfare of the clients.
- Act with honesty and integrity in all aspects of Agency business.
- Actively strive to upgrade professional skills through engaging in appropriate professional training and experience.
- Actively strive to create and maintain a culturally sensitive environment through communication and interaction that demonstrates respect for diversity.

***Other duties may be assigned***

**Qualifications**

- Bachelor's degree in special education, physical education, recreational therapy, physical therapy, occupational therapy or related field.
- Two years supervisory experience required.
- Current First Aid and CPR required within one month of hire.
- Two-years' experience in equine care preferred.
- Two-years' experience in equine instruction required.
- Two years of experience in the field of adapted sports preferred.
- CHA/IRD level 1 certification or PATH Certified level 1 preferred.
- Two-years' experience in adaptive sports instruction preferred.
- Two-years' experience working with individuals with disabilities preferred.
- Certification in outdoor sport appropriate to the NSCD: ACA Instructor, AMGA/IFMGA, Swift Water Rescue, WFR, EMT/WEMT, Leave No Trace, CPRP, ACCT, PSIA instructor.
- Must be computer proficient and possess experience of Microsoft Office Suite and able to learn new software as needed.
- Excellent written and verbal communication skills including writing and report development.
- Ability to implement agency vision, mission, values and strategic plan.
- Ability to handle multiple tasks and to assess and change priorities based upon agency needs.
- Strategic thinker who communicates professionally and effectively with diverse staff, volunteers, donors, prospects, and community stakeholders.
- Ability to maintain consistent exercise of discretion and confidentiality in the performance of duties.
- Ability to work with a high degree of autonomy, initiative and exercise personal judgment in a fast-paced environment with a strong sense of humor and integrity.
- Superior skills to organize, plan, and execute the full scope of required programs.
- Knowledge of disabilities and of adaptive recreation and equipment is desirable.
- Candidates must possess a Colorado driver's license, meet background check criteria and meet criteria regarding clearance to drive company vehicles including 15 passenger vans and vehicles with large towing capacity, snowmobiles, surface and aerial lifts, as required by specific job duties.

**Work Schedule**

This is a full time, year-round position. The work varies based on seasonal programming needs. This position will require weekends and/or evenings supporting the programming needs of the agency.

**Salary**

The salary range for this position is \$40,500 - \$43,000. Actual salaries will vary and may be above or below the range based on various factors including but not limited to experience, education, training, and performance.

NSCD provides a comprehensive benefits plan including employer sponsored medical and dental benefits, employer paid life insurance and disability benefits, paid vacation, paid sick leave, paid holidays and employees may participate in the 403b retirement plan. Benefit eligibility varies depending on your employment status and the number of hours you are regularly scheduled to work.

**Physical Requirements:**

- Able to work a majority of the time outside at high altitude in varying conditions including uneven and slick terrain and unpredictable weather and situations.
- Physically able to assist participants with adaptive recreation equipment, position adjustments, transfers, and movement during activities.

- Able to lift a minimum of 75 lbs. with assistance.
- Dexterity, auditory and visual acuity to operate computers and phones or mobile devices.
- Auditory and visual acuity to interact with guests, students, clients on a daily basis
- Able to successfully manage multiple, high priority tasks in a fast-paced and often times crowded and noisy environment.

**ACKNOWLEDGEMENT**

This job description is intended to describe the general nature and level of work performed. It is not intended to be a complete list of all responsibilities, duties and skills required of employees performing this job. Furthermore, this job description does not establish a contract of employment. NSCD may change job descriptions at any time, with or without notice as service needs require.

I have read and understand this job description.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

**Equal Employment Opportunity (EEO) Policy**

NSCD is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, color, creed, religion, national origin, disability, sexual orientation, ancestry, citizenship, veteran status, genetic information, or any other applicable status protected by state or local law. NSCD will consider providing reasonable workplace accommodations if needed.