



Higher Ground Job Description

Position Title	Veteran and First Responder Program Manager
FLSA Status	Exempt
Reports To	Senior Program Manager of Veteran and First Responder Programs
Compensation	\$50-65k DOE plus competitive benefits package
Location	Sun Valley, ID preferred; remote work considered

Higher Ground, Inc. (HG) is a 501(c) 3 organization that provides innovative sports and Recreational Therapy programming to enhance the quality of life for our injured veteran and first responder community and our local population of children, teens, and adults with disabilities.

The mission of Higher Ground (HG) is to enhance quality of life through therapeutic recreation and education. The HG veteran and first responder program implements Recreational Therapy treatment modalities to assist in alleviating symptoms and conditions associated with TBI, PTSD, MST, poly-trauma, and other mental health challenges. Our approach to intervention seeks to promote social connectedness, self-efficacy, self-regulation, leisure education, and skill progression.

The Veteran and First Responder Program Manager works on an interdisciplinary team responsible for facilitating and supporting all aspects of the Higher Ground Veteran and First Responder Program serving veterans and first responders throughout the United States. The Veteran and First Responder Program Manager operates under the direct supervision of and reports to the Senior Program Manager of Veteran and First Responder Programs.

Core Responsibilities/Duties:

- Work competently and cooperatively on an interdisciplinary team of professionals to fulfill program/client goals, objectives, and desired outcomes through the delivery of Recreational Therapy treatment services
- Perform assistance and leadership of week-long veteran programs, job trainings, database management, budget management, research/data collection, promotional campaigns, community education, and other program/organizational initiatives as required
- Lead organizational efforts in the implementation and growth of the Community Resiliency Unit (CRU) initiative (day/multi-day recreational events in support of veterans and first responders). This includes volunteer management, partnership management, event management, database management, budget management, research/data collection, promotional campaigns, community education, and other program/organizational initiatives as directed
- Logistical Coordination with external entities

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- Maintain and uphold the core mission of Higher Ground: enhancing quality of life through inclusive therapeutic recreation and education.
- Maintain and uphold the five core values of Higher Ground in all aspects of performing job duties: passion, innovation, service, integrity, and teamwork

Minimum Qualifications:

- Possess a 4 year degree from a recognized institution of higher learning in Recreational Therapy
 - *Other allied health professional degrees - those in Adaptive Physical Education, Wilderness Therapy, Outdoor Education, Social Services and/or the Mental Health arena - will be considered on a case by case basis*
 - *In lieu of degree, minimum 5 years of experience in a related field considered*
- Current as a Certified Therapeutic Recreation Specialist (CTRS) through NCTRC
 - *Other current and relatable professional licensures/certifications will be considered on a case by case basis*
 - *Others with 3 or more years of experience working in other allied health professions along with documented experience working in the areas of therapeutic wilderness programming, adventure based therapies, and/or adaptive sports & recreation management will be considered on a case by case basis*
- Significant professional experience serving veterans, active duty military personnel, or first responders
 - *Or ability to demonstrate a comprehensive understanding of military and first responder culture and needs*
 - *Veteran and first responders meeting all listed criteria are encouraged to apply*
- Significant professional experience instructing therapeutic movement and mindfulness
 - *E.g., Yoga, Tai chi, Meditation, Z-health, Yoga Nidra, etc.*
- Possess a valid driver's license and clean driving record
- Pass all drug/alcohol/medical screenings and State/National background checks

Preferred Skills/Abilities

- Experience leading adaptive sports and outdoor recreation activities
- Program development/coordination
- Disability awareness/ADA guidelines
- PSIA /AASI certifications
- Leadership
- Self-direction
- Problem solving/reasoning
- Structure/organizational skills
- Strong interpersonal and communication skills

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- Public speaking and facilitation
- Multicultural sensitivity/awareness
- Flexibility/adaptability
- Computer/technical skills
- Database management
- Customer service
- People management
- Time management
- Fluency in the Spanish language (written & oral)

Key Interfaces:

- Director of Veteran and First Responder Programs
- HG Veteran and First Responder Program Team
- Director of Operations
- Executive Director
- Volunteer Coordinator
- Participants
- Program Volunteers and Instructors
- Board of Directors

Physical Requirements:

- Geographic Information: Sun Valley, ID preferred remote work considered
- Periodic program related travel and weekend work required - 6-10 weeklong programs a year

Contact Info: To apply for this position, please submit a cover letter, resume, and three references to:

Alaina Wilson
Director of Veteran and First
Responder Programs
PO Box 6791
Ketchum, Idaho 83340
Cell: 208-721-3163
Email: alaina@highergroundusa.org

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***Submissions without a cover letter will not be considered**

Equal Opportunity Employment – Higher Ground Sun Valley Inc. is an equal opportunity employer. We are committed to maintaining the hiring practices and work environment free from discrimination based on race, color, religious creed, national origin, gender, sexual orientation, age, disability, genetic information, veteran/military status, marital status or other status protected by federal or state law, with regard to any term or condition of employment.

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