



APPALACHIAN STATE UNIVERSITY
University Recreation (UREC)
Team Building Facilitator

The **Team Building Facilitator** is primarily responsible for facilitating experiences which promote development among groups in the areas of self-efficacy, courage, flexibility, patience, and trust. These initiatives can happen both close to the ground and at heights of up to 50 feet. Programs are objective-driven based on information received about the group's goals when a group leader books the course. Facilitators are expected to connect the group experiences directly to the group objectives through sequencing, processing, and debriefing initiatives.

Supervisor: This position reports directly to the Coordinator for Outdoor Programs

Hours: The **Team Building Facilitator** will work as needed throughout the academic year. During a program the time commitment is typically 5 hours total, including time before and after for prep and staff reflection

Salary: \$10.50 per hour.

You will succeed at UREC if you are committed to:

- Explore to find the best of you
- Bring your positive and constructive attitude
- Connect with others
- Be a team player
- Embrace and inspire an inclusive, vibrant, active, and healthy community
- Work in a flexible schedule that may require some evenings, weekends, and designated holidays

Join our team

Appalachian State University (App State) invites interested applicants for the position of **Team Building Facilitator** to become a part of the University Recreation (UREC) team as we facilitate an inclusive environment where recreation and wellness opportunities transform, engage, and care for the App State community.

Who we are

UREC fosters healthy lifestyles for lifelong wellbeing. You will join a UREC team that is creating an exciting environment, values collaboration, innovation, and inclusion, and is welcoming to all App State students, faculty and staff. We are creating a risk-taking workplace that supports the voices and contributions of employees at all levels, listens, and responds to our community. At UREC we believe in an equitable UREC community with opportunities for everyone, with everyone. Learn more about us at this [link](#).

Responsibilities include, but are not limited to:

- Ability to lead name games, icebreakers, initiatives, and group discussions and debriefs.
- Supporting the development of aspiring facilitators.
- Completing program forms and executing emergency procedures as situations arise.
- Belaying and supervising belayers and back-up belayers.
- Managing risk by identifying and correcting problems with system set up and equipment.
- Building rapport with diverse individuals and participant groups.
- Ability to complete all opening/closing procedures.
- Could work at heights up to 50 feet.
- Pre-course inspections including equipment, gear, and course structures.

Facilitator:

- Ability to confidently lead an entire program progression including welcoming the group, full-value contract, framing of experience, icebreaker activity, Low ropes and High ropes/Alpine Tower initiatives, and a final group reflection/debrief.
- Ability to implement Tuckman's Stages of Group Development model, Fischer's Decision Emergence Model, and Astin's I-E-O model into programming.
- Completing pre-program inspections of course and equipment.

Head Facilitator:

- Assists the Program Assistant/Manager/Coordinator with planning of program itinerary by acting as Head Facilitator
- Demonstrated ability to make and communicate adjustments to the progression of the program based on changing needs related to objectives, weather, staff and participants abilities, medical considerations, etc.
- Taking the lead on any emergency and/or rescue situation as needed.
- Assists the Program Assistant/Manager/Coordinator in performing monthly inspections of course and equipment.

Required qualifications:

- CPR/AED, First Aid Certification.
- NC Epinephrine Administration.

We are committed to facilitate your learning journey and create unique opportunities for your career and self-development in the following areas*:

- Self-awareness
- Communication
- Critical Thinking
- Equity, Diversity, and Inclusion
- Leadership
- Professionalism
- Teamwork
- Health & Wellbeing

* Reprinted courtesy of the [National Association of Colleges and Employers](#)

How to apply:

- To apply for positions, please visit our [website](#).
- If you would like to speak with someone about employment opportunities, please call (828) 262-8411 or email norrisjw1@appstate.edu

Please be aware that to be eligible for student employment with UREC, you must be a current student enrolled at Appalachian State University and in good academic standing.

Office of Disability Resources Accommodations: Appalachian State University is committed to providing an inclusive experience, accessible learning [and working] environments and equal opportunity to individuals with disabilities in accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act. Individuals needing reasonable accommodations should contact the Office of Disability Resources (828) 262-3056 or odr.appstate.edu

AA/EEO Statement: Appalachian State University is an Affirmative Action/Equal Opportunity Employer. The University does not discriminate in access to its educational programs and activities, or with respect to hiring or the terms and conditions of employment, on the basis of race, color, national origin, religion, sex, gender identity and expression, political affiliation, age, disability, veteran status, genetic information or sexual orientation.

* This position is available for Federal Work Study *