

Lead Experiential Education Facilitator

GutMonkey is seeking multiple **Lead Experiential Program Facilitators** to join our 2027 Cohort in the execution of our annual programs. The Lead Experiential Program Facilitator's main responsibility is delivering a GutMonkey program to participants. **Please see the bottom of this job description for specifics for the position and information on how to apply.**

This position relies heavily on strong facilitation skills, knowledge of experiential pedagogy and practice, and excellent relationship-building skills. We work in multiple modalities that are play-based, and while those always have clear educational outcomes, we choose play for intentional reasons. Be playful! It is a big part of our work, together and with participants. This position will primarily focus on the execution of pre-designed programs and the relationship cultivation and maintenance with our program partners that is critical to our success in the communities we serve.

This will be a part time, temporary, seasonal position that will support a few, key programs around the US throughout the year in 2027. This position will report directly to the Staff Supervisor at GutMonkey. After December 31, 2027, this position is not guaranteed into 2028. There may be part time, temporary opportunities beginning in 2028. Hiring for 2028 will begin in the fall of 2027.

This is a travel position, with an expected amount of travel to programs and various other professional engagements in 2027. GutMonkey programs are typically between 1- 2 days long. This role must arrive early to the program location (typically one day before the program start date), and remain on-site throughout the duration of the program, typically leaving the day after the program concludes which totals 3 - 4 days of travel and programming. Program locations are nationwide and all food, lodging, and travel expenses are covered throughout the duration of the program. Travel expenses to and from the program locations are covered in accordance with GutMonkey travel policies. All program equipment and materials will be provided by GutMonkey. Although not required, we encourage bilingual Spanish-speakers to apply for this position. The position will encounter both indoor and outdoor work environments at programs. Some outdoor environments may be exposed to the elements including hot weather, cold weather, rain, snow, or other challenging elements.

GutMonkey always strives to support its staff in order for them to do good work. One way GutMonkey aims to support the staff is by providing industry-competitive wages. You can see additional compensation information below.

Facilitator Responsibilities:

Program Delivery and Logistics:

- Deliver experiential programs, which spark dynamic participant experiences and encourage continued engagement. Programs will generally be designed by the GutMonkey Leadership staff. There may also be opportunities to provide input on program design by cohort facilitators, if interested.
- Engage and connect with patients during programs outside the hours of facilitation. Have conversations with curious parents during a teen program, take extra time to connect with partner staff upon arrival and departure to site, and be willing to connect with community members as a representation of GutMonkey.
- Travel to and from GutMonkey Headquarters and various communities nationally as needed. Work with the GutMonkey staff to book flights, hotels, rental cars, or other travel logistics and be timely and responsible during travel time. Must follow standard operating procedures around travel and travel spending.
- Ensure the integrity, creativity, and quality of the GutMonkey curriculum.
- Understand and follow GutMonkey's policies and procedures at all times.
- Lead (or assist) participant groups between 5 and 300 teens and/or adults impacted by chronic health conditions. Larger groups are led by multiple facilitators.
- Practice Positive Youth Development and positive strategies with teens and youth participants, many who come from diverse and varied backgrounds.
- Ensure program agendas and program supplies are well organized physically and digitally, and communicate needs to have the necessary tools, materials, and training to successfully implement programming.
- Data Collection and Reporting: Document program outcomes and lessons learned, collect participant data, take photos, and compile program highlights.
- Risk Management: Implement GutMonkey risk management procedures and apply judgment and decision making skills to real-time situations.

Administrative

- Attend and prepare for meetings and trainings as designated by GutMonkey.
- Complete all necessary documents and administrative tasks for programs which may include program agendas, debrief forms, uploading surveys and photos, and submitting receipts in a timely manner.
- Maintain confidentiality and professionalism surrounding participant information.

Location

We are hiring candidates that live in various locations across the US. The candidate is expected to live within 50 miles of a major or regional airport and will be expected to travel to various locations around the US to deliver programs. GutMonkey programs truly expand to all corners of the country from Maine to Texas to Michigan to Alaska. The candidate should be comfortable traveling and willing to employ problem solving strategies independently in the face of travel challenges.

Interactions & Information about GutMonkey

GutMonkey is a small company, based in Portland, Oregon that designs and delivers outdoor and experiential programs geared toward better healthcare management for communities affected by rare and chronic conditions. GutMonkey programs range from hour-long keynotes and conference workshops, to weekend long teen programs. We also run multi-day residential programs, like family camps. In the past we have even run outdoor expeditions for adults.

We are a passionate, collaborative team that grounds our work in relationship-building and community-building as the foundation for better health. This reflects our core belief: behavior change in healthcare is uncomfortable. We often ask participants to do hard things — stepping outside their comfort zones, asking for help, and honoring the hard work of others. We are committed to equity across our organization and all of our programs, and we work to name and dismantle the ways oppression affects the health of the populations we serve. Our programs span ages 7 to 70 — from teen programs to adult retreats to family camps.

GutMonkey currently has six full time employees and two remote contract employees (Operations Manager, Finance Manager). There are currently cohort members from 2025 that are continuing their work with the team that this position will be joining. We often work with and communicate with various clients in the outdoor industry, patient affairs for rare and chronic disease, and the pharmaceutical industry. This role would primarily work with patients and program partners with various non-profits.

Facilitator Qualifications and Experience:

Required:

- GutMonkey will host a *mandatory* Cohort Training from March 1 - 7 in Portland, Oregon
 - All travel, expenses, and time at the training will be paid
 - To be considered for this role, you must be available to attend this entire training.
- We expect that once trained, facilitators will be able to accept at least 4 programs to facilitate within the calendar year (though this number is not a guarantee of work).
- Experience in facilitation and/or dynamic, hands-on education work with populations ranging from young children to adults.
- Strong group management skills working with small to large groups across age demographics and over the course of multiple hours and, at times, over a few days.
- Strong interpersonal skills and interest in working with people from a diverse range of backgrounds.
- Experience managing curriculum, activity/program execution, or a background in education.
- Ability to work effectively in a team environment as well as independently.
- Excellent written and oral communication and organizational skills.

- Willingness to learn and practice flexibility and live-time, independent, creative problem-solving in the face of challenges during programs.
- A desire and capacity to find solutions and employ various strategies and utilize resources well in the finding of those solutions.
- Ability to work weekend days and occasional evenings.
- Must have reliable transportation options to access an airport within 50 miles of residence and a valid driver's license (some programs will require a rental car). Because most states require renters to be 25 or older, candidates must be age 25 or older.
- Excellent risk assessment and management skills as they relate to delivering experiential programs and managing small events.
- First Aid and CPR Certification (can be obtained upon hire).
- Working knowledge of Google Suite (or ability to learn quickly).

Strongly Preferred:

- Experience with experiential education or adventure learning, particularly outdoor education, highly experiential community-based art education, or creative health education (or another specialty area that may align with our work). If you have a specialty area, please outline this in your application!
- Experience in facilitation work with adults.
- Spanish language proficiency.
- Experience with public health community engagement.
- Experience with group conflict resolution.
- Equity and Inclusion training and experience.
- Experience with independent work, airplane travel and proven ability to manage logistics around travel responsibly.
- Responsible and timely around administrative tasks such as scheduling meetings, submitting receipts, and completing debrief forms.

The Ideal Candidate

- This position may be a great fit for someone looking for occasional program work through 2027. Anyone that sees themselves succeeding in this job description is encouraged to apply.
- We are looking for someone who can navigate the nuances of being professional yet fun and highly organized and time-sensitive, yet flexible and willing to change quickly if needed.
- Our ideal candidate will work well independently and should expect to work alone 80% of the time and with staff/collaboratively 20% of the time.
- This job requires ENERGY to work with and engage with teens over multiple hours. Energy can mean many different things, so help us understand in your application how

you plan to bring your “brand” of energy and consistency to this work. We are looking for someone who has positive skills and passion towards youth work.

- Ideally, candidates will have a positive mindset about travel for work and will be able to travel and deliver programs independently without significant support from other GutMonkey staff.
- The ideal candidate will have experience or specialize in one or more of the following areas:
 - Hiking and outdoor recreation
 - Experiential and play-based facilitation with mid - small sized groups (5 - 30)
 - Experiential and play-based facilitation with large groups (50 - 300)
 - Formal presentations for caregivers/parents
 - Formal keynote presentations at conferences and events
 - Experiential and play-based facilitation with teen groups
 - Summer camps and family camps

Additional Information

- The position will encounter both indoor and outdoor work environments at programs. Some outdoor environments may be exposed to the elements including hot weather, cold weather, rain, snow, or other challenging elements.
- Normally requires the ability to lift up to 50 pounds.
- May require physical activity, standing for extended periods of time, moving heavy bags around program locations, and playing active games with participants.
- We will run a background check prior to hiring, and may want to discuss the results of your background check with you prior to making a formal offer of employment.
- GutMonkey is committed to creating and celebrating a diverse and equitable workplace. If you don't meet all the requirements of the position but are interested, please apply! We are committed to finding the best fit for the company.

Compensation

- Hourly rate:
 - \$39/hour

Application Instructions

- Please use our application form in order to apply.
- You will be expected to upload a resume and cover letter as part of your application.
- You will also be asked a series of eligibility questions as well as open-ended questions about your experience.

- If you need any support in completing your application, please contact the Staff Supervisor, Thomas Hamm (tom@gutmonkey.com)
- We will run a background check prior to hiring, and may want to discuss the results of your background check with you prior to making a formal offer of employment.
- GutMonkey is committed to creating and celebrating a diverse and equitable workplace. If you don't meet all the requirements of the position but are interested, please apply! We are committed to finding the best fit for the company.

Applications will close on September 4th, 2026. No phone calls, please. Please do not email other members of the GutMonkey team or other general company emails you may find on our website. Phone calls and emails to other emails outside of the one listed above will not be responded to.

Our anticipated hiring timeline is (though subject to change):

- Applications accepted through **September 4th**
- Initial phone calls begin in **early September**
- First-round interviews take place from **mid-September through mid-October**
- Second-round interviews continue through **late-October** and **November**.
- We anticipate extending offers by **early December or sooner**.