Hike Leader Role Description (Volunteer)

Role Overview
Let's Hike T.O. is a hiking community open to everyone with a focus on engaging people of colour, newcomers and all young adults aged 20-40. We started in July 2021 with the aim of creating an inclusive, welcoming space for people to experience hiking. We strongly believe in equity, diversity, and inclusion and try to ensure that our hikes reflect that in every way.

Our volunteer hike leaders are a vital part of our community. They enjoy hiking/walking and are interested in sharing their love of the outdoors with others. You don’t need any experience as we will provide full training on all of the responsibilities listed below.

We particularly welcome applications from BIPOC people, newcomers, LGBTQ2S+ people, and all other equity-deserving groups.

Responsibilities
- Plan safe and enjoyable hikes for the public and submit them to Let’s Hike T.O. for approval and promotion
- Do a practice walk of planned hikes before leading the public on them
- Email all registered hikers at least 24 hours before the hike to inform them of what they need to bring and what they should expect
- Provide a friendly and informative greeting at the beginning of all hikes including a land acknowledgment
- Set the pace of the walk and check the group’s pace is suitable for all the hikers
- Ensure hikers are kept safe and together during the walk, including expressing caution when crossing roads, walking on challenging terrains, and coming across wild animals
- Handle unexpected incidents during a hike calmly and patiently, e.g. a hiker becomes injured, a route is closed, a hiker is finding the walk challenging
- Receive mentorship on hike leading and guidance on hike planning from the Hiking Director
- Occasionally act as a “sweep” (an assistant hike leader) for your fellow hike leaders’ hikes
- Act as a positive representative of Let’s Hike T.O. at all times during hike leading

Time Commitment
Our hike leaders are expected to lead at least 3 hikes each calendar year. This is crucial and a commitment all recruited hikers are expected to uphold.
Hike leaders have full control of the dates and times they lead their hikes as well as how fast and long the hikes are.

We are a Toronto based hiking group. Our urban hikes take place in Toronto and our bus hikes leave from a meeting place close to a TTC station.

We are particularly looking for volunteers who are interested in training to lead rural hikes outside of Toronto, where we provide bus transportation for the hikers and up to 40 hikers, as well as hikes in Toronto throughout the cooler weather in the winter and spring.

There will be opportunities to assist other leaders' hikes and while there is not set expectation of how often you assist other leaders, we encourage our volunteers to help out when they can.

**Training Required**
- Two-hour pre-recorded anti-oppression training on leading hikes in an inclusive way
- In-person half day of training including a demonstration hike on Saturday, January 14th, 10am-2pm, close to St George TTC Station
- Two-day Standard First Aid Course with CPR/AED Level C - To be completed within three months of becoming a hike leader - Cost will be reimbursed by Let’s Hike T.O.

**Qualities and Skills Required**
- Keen interest in hiking/walking and being outdoors
- Strong commitment to equity, diversity, and inclusion
- Friendly and warm personality with ability to make new people feel welcome
- Commitment to complete the above training requirements and lead 3+ hikes a year

**How To Sign Up**
Complete our [Hike Leader Sign Up Form](#) to apply to become a hike leader with us. It should take 15 minutes to complete.