FLY FISHING INSTRUCTOR
JOB DESCRIPTION AND QUALIFICATIONS

The Fly Fishing Instructor is a representative of Casting for Recovery and agrees to abide by these policies and procedures, and act in a professional manner.

ROLE

CfR Fly Fishing Instructors shall:
- lead and/or assist with demonstrations and classroom sessions according to CfR casting/instructor protocol. Responsibilities during the retreat will be assigned by the retreat leader at the beginning of the retreat.
- act as an instructional guide during catch and release fishing.

TIME COMMITMENT

All instructors are required to commit to the entire duration of the retreat. Hours are generally from early afternoon on the first day until late afternoon on the third day.

QUALIFICATIONS

The CfR fly fishing instructor must:
- be a dependable professional who exemplifies and models CfR program values.
- act in a professional manner at all times.
- have previous experience as a fly fishing instructor or be an experienced angler.
- demonstrate excellent interpersonal and communication skills.
- have the ability to work independently and as part of a team.
- be trained at a retreat and knowledgeable in the CfR teaching methodology and psychosocial protocols.
- have knowledge of, and be sensitive to, breast cancer issues.
- use the psychosocial and medical staff as a resource for participants’ needs.
- have the ability to remain flexible in style and approach.
- understand the importance of sunglasses (eye protection) and brimmed hat (head and face protection) and is able to ensure all staff and participants follow this general safety protocol.

CfR supports a harassment-free environment

CfR prohibits any kind of unlawful harassment of any employee, volunteer or program participant. Sexual harassment is prohibited because it is intimidating, often is the result of an abuse of power, and is wholly inconsistent with CfR’s policies, practices, and management philosophy. Sexual harassment is defined, generally, as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, express or implied.
Sexual harassment can take the following forms:

- Sexual conduct that interferes with another’s work performance or creates an intimidating, hostile, uncomfortable, or offensive work environment.

- Personnel decisions (e.g., promotion, raises, scheduling) made by a supervisor based on the employee’s submission to or rejection of sexual advances.

- Submission to a sexual advance used as a condition of keeping or getting a paid or volunteer job, whether expressed in explicit or implicit terms.

Sexual harassment also includes unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, requests for sexual favors, unnecessary touching of any individual, graphic or verbal commentaries regarding the human body, sexually degrading words used to describe an individual, a display in the workplace of sexually suggestive objects or pictures, sexually explicit or offensive jokes, or physical assault.

Please reach out to the CfR national office if you have questions or need guidance.