



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	\$64-72k DOE plus competitive benefits package
Location	Blaine County, 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.

Higher Ground (HG) is a 501(c)(3) nonprofit organization that enhances quality of life through innovative, inclusive therapeutic recreation and education. Our Veteran and First Responder Program uses evidence-based Recreational Therapy and experiential modalities to reduce symptoms associated with TBI, PTSD, MST, and related mental health challenges. We emphasize trauma informed care, social connectedness, self-efficacy, regulation, and skill progression.

The Program Manager works on an interdisciplinary team to plan, lead, and evaluate programs serving veterans and first responders nationwide. This includes facilitating therapeutic activities, coordinating logistics, managing participant communications, and ensuring that all programming aligns with HG's mission and values.

Core Responsibilities/Duties:

- Collaborate effectively within an interdisciplinary team to fulfill program and client goals through the delivery of Recreational Therapy and experiential services.
- Lead and assist week-long veteran programs, including logistical coordination with partners, participant screening, travel booking, meal planning, and transportation management.
- Work closely with contracted program support specialists and mental health professionals to ensure therapeutic outcomes and program alignment.
- Support program development, data collection, budgeting, database management, and community engagement as needed.
- Assist adaptive sports and development initiatives where skills and schedules align
- Maintain and uphold the mission and core values of Higher Ground: passion, innovation, service, integrity, and teamwork.

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Minimum Qualifications:

- Possess a four-year degree from an accredited institution in Recreational Therapy or a related field emphasizing interpersonal, therapeutic, or experiential practice.
 - Other degrees in allied health or human-centered disciplines — such as Adaptive Physical Education, Counseling, Social Work, Psychology, Wilderness or Adventure Therapy, Outdoor Education, or other fields requiring high emotional intelligence and relational skills — will be considered on a case-by-case basis.
 - In lieu of a degree, a minimum of five years of relevant professional experience in a related field will be considered.
- CTRS certification preferred; other relevant professional credentials or demonstrated expertise in therapeutic programming will be considered.
- Experience working with veterans, active-duty military personnel, or first responders, or demonstrated understanding of military and first responder culture.
 - Veterans and first responders meeting all listed criteria are encouraged to apply
- Experience instructing therapeutic movement or mindfulness practices (e.g., yoga, tai chi, meditation, Z-Health, Yoga Nidra).
- Possess a valid driver's license and clean driving record
- Ability to pass all drug/alcohol/medical screenings and State/National background checks

Preferred Skills/Abilities

- Experience leading adaptive sports and outdoor recreation activities
- Program development and coordination
- Knowledge of disability awareness and ADA guidelines
- PSIA-AASI certifications
- Self-direction and creative problem solving
- Flexibility and adaptability in dynamic environments.
- Cultural and multicultural awareness.
- Strong interpersonal, communication, and public speaking skills.
- Computer literacy and database management
- Organization and time management skills
- Fluency in the Spanish language (written & oral)

Key Interfaces:

- Director of Veteran and First Responder Programs
- HG Veteran and First Responder Program Team
- Chief Executive Officer
- Volunteer Manager
- Participants
- Program Volunteers and Instructors

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Physical Requirements:

Location: Blaine County, ID preferred; remote work considered.
Periodic travel and weekend work required for 6–10 weeklong programs annually.

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

*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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