



Job Announcement

Higher Ground New York (HGNY) Director of Military Programs

Higher Ground (HG) is a 501(c) 3 organization that provides innovative sports and recreational therapy treatment programming to enhance the quality of life for our injured military community and our local population of children, teens, and adults of all abilities/needs. HG started in Sun Valley, Idaho, in 1999.

HG has expanded our military-specific program operations into the Western New York region by establishing a new chapter location based near Buffalo, NY: Higher Ground New York (HGNY). This is the beginning of a new strategic initiative. HGNY and Beaver Hollow Conference Center will collaborate to extend community-based, recreational therapy program opportunities to veterans and/or active-duty service members and their supporters within this region.

The HGNY military program treatment model is anchored in the health promotion and health protection of those we serve. We implement recreational therapy treatment modalities to assist in alleviating symptoms and conditions associated with service-connected TBI, PTS, MST, and polytrauma. Our approach to intervention further seeks to promote successful home/community reintegration, education, skill development and utilization of healthy coping mechanisms, resiliency, locus of control/empowerment, functional independence, re-establishment of life purpose/mission, and optimal well-being through long-term client adoption of evidenced-based practices.

The Director of Military Programs - HGNY, is responsible for managing, supervising, and implementing all aspects of the Higher Ground Military Program, related initiatives, and interdisciplinary team of professionals serving the Western New York region through the New York chapter. The Director of Military Programs - HGNY operates under the direct supervision of the Director of Military Program Expansion, headquartered in Sun Valley, ID.

The selected candidate will be required to participate in an introductory training period conducted in Ketchum/Sun Valley, ID, with subsequent reassignment to our Buffalo, NY base of operations.

A competitive compensation and benefits package is being offered for this position, dependent on experience.

Core Responsibilities/Duties

- Serving as HGNY primary point of contact for all aspects of military program activities; to watch over and direct (as required) in order to provide individuals with TBI, PTS, MST and other polytrauma the opportunity to experience recreation and the outdoors without limitations.



- Supervising, training, mentoring, and evaluating all HGNY staff, volunteers, and interns.
- Performing direct supervision and leadership of all military programs, job trainings, program development, research initiatives, fiscal management, chapter-wide evaluations and reporting, and other program and chapter initiatives as needed; to include involvement in the ongoing Higher Ground Military Program National Expansion initiative.
- Providing client intake/assessment; planning/implementing of recreational therapy treatment plans; developing, supervising, and leading therapeutic programs; evaluating programs and therapeutic outcomes; conducting discharge planning and delivering follow-up services.
- Providing leadership and organizational representation in community outreach/education/advocacy initiatives to include, but not limited to the D'Youville College Student Veterans Association.
- Leading and managing an interdisciplinary team of professionals to fulfill program/client goals, objectives, and desired outcomes through the delivery of recreational therapy treatment services.
- Managing and developing HGNY program and HGNY chapter-wide operational budgets, and preparing budget reports and projections as required.
- Participating in coordinating and executing fundraising/special event initiatives, promotional and marketing campaigns, and other duties related to HGNY sustainability and the carrying out of the HGNY mission as directed.
- Engaging and working with the HGNY chapter board in the team effort to establish and accomplish chapter/organization goals and objectives.
- Developing overall program strategy.
- Maintaining and upholding the core mission of the Higher Ground Military Program.
- Maintaining and upholding the 5 core values of Higher Ground: passion, innovation, service, integrity, and teamwork in all aspects of performing job duties.
- Performing related duties as assigned.

Minimum Qualifications

- Bachelor's degree from a recognized institution of higher learning in Recreational Therapy
 - *Other Allied Health professional degrees; those in Adaptive Physical Education, Wilderness Therapy, Outdoor Education, Social Services and/or the Mental Health arena will be considered on a case by case basis.*
 - *Master's Degree preferred but not required*
- Current as a Certified Therapeutic Recreation Specialist (CTRS) through the NCTRC
 - *Other current and relatable professional licensures/certifications will be considered on a case by case basis*



- 5 years of documented management/supervisory experience working in the field of Recreational Therapy and/or other Health Services related professions
 - *Must possess a comprehensive understanding of the core principles and standards of practice associated with the field of Recreational Therapy*
 - *Others with 5 years of experience working in management/supervisory capacities within other Allied Health professions, Adaptive Physical Education, Wilderness Therapy, Outdoor Education, Social Services, and/or the Mental Health arena along with documented experience working in the areas of therapeutic wilderness programming, adventure-based therapies, and/or adaptive sports and recreation management will be considered on a case by case basis*
- 3 years of direct professional experience serving Veterans or active duty Military personnel
 - *Or ability to demonstrate a comprehensive understanding of military culture and needs*
 - *Veterans meeting all listed criteria are encouraged to apply*
- Currently certified in adult/child first aid and CPR, or Wilderness first aid, and/or Wilderness First Responder
 - *Or willingness to obtain within 90 days*
- Possess a valid NY State driver's license and clean driving record
 - *Or ability/willingness to obtain a NY license within 30 days of relocation*
- Pass all drug/alcohol/medical screenings and State/National background checks

Preferred Skills/Abilities

- Thorough understanding of military culture and needs
- Health Services management
- Recreational Therapy interventions
- Program development and management
- Budget management/development
- Adaptive sports and recreation
- Disability awareness/ADA guidelines
- Wilderness trip guiding/Outdoor Education
- Equine/animal-assisted therapies
- Leadership
- Self-determination
- Problem solving/reasoning
- Strong interpersonal and communication skills
- Analytical/research skills
- Public speaking
- Multi-tasking
- Multicultural sensitivity/awareness
- Teamwork
- Flexibility/adaptability



- Computer/technical skills
- Database management
- Instructing/coaching/training
- Customer service
- People/time management
- Event and volunteer coordination
- Marketing and social media

Contact info

To apply for this position, please submit a cover letter, resume, and three references to:

Rich Cardillo

Director of Military Program Expansion

160 Seventh Street West., P.O. Box 6791, Ketchum, Idaho, 83340

Office: 208.726.9298 extension 109

Cell: 208.481.1476

Fax: 208.726.0957

Email: rich@highergroundusa.org

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.