

BRUCE HILLS

Email: bhills@warren-wilson.edu

Phone: (828) 771-5734

EDUCATION

Lincoln University, New Zealand
Management (2003)

Masters of Applied Science in Outdoor Recreation

Lincoln University, New Zealand

Graduate Diploma in Recreation Management (2001)

WORK EXPERIENCE

Warren Wilson College, Swannanoa, NC (Feb 2011 to present)

◆ *Director of Outdoor Programs:* Directing all aspects of the Outdoor Programs including program development, training of staff, facilities and operations.

◆ *Head Cross Country Coach:* Responsible for the management and administration of all facets of the Cross Country program.

Woodson Wilderness Challenge, Swannanoa, NC (August 2005 to February 2011)

◆ *Program Coordinator/Staff Supervisor:* Supervised 13 field staff who delivered therapeutic wilderness programming to adjudicated youth. Recruited, hired, supervised, helped lead trainings, and evaluated work performance of field staff.

◆ Other responsibilities included monitoring implementation of policies and preparation of annual work-plans and performance management systems for staff.

SUWS of the Carolinas, Old Fort, NC (November 2004-August 2005)

◆ *Logistics Coordinator:* Provided logistical support for a wilderness therapeutic treatment program for adolescents. Duties included coordinating the outfitting of new students, doctors visits, provision of food, and maintenance of buildings, vehicles and outdoor equipment.

3D Life Adventures, Swannanoa, NC (Seasonal contract: April-September 2004)

◆ *Expedition Director:* Planned and coordinated summer expeditions for high school youth.

◆ Additional duties included co-leading staff trainings, overseeing program risk management, application processing and medical screening of incoming students.

Stone Mountain School, Black Mountain, NC (June 2003-April 2004)

◆ *Counselor:* Facilitated personal growth and development of teenage boys through a level system that focused on self-regulation, social behaviors and independent living skills.

Warren Wilson College, Swannanoa, NC (Fall Semester 2003)

◆ *Adjunct Faculty:* Taught 'Initiatives for Adventure Education' within the Outdoor Leadership Department.

Lincoln University, New Zealand (2001-2002)

◆ *Tutor:* Led tutorials and marked undergraduate papers in the Human Sciences Department.

Hohepa Homes, Christchurch, New Zealand (Summer 2001)

◆ *Care Worker:* Provided residential, recreational and vocational support for people with disabilities.

Nantahala Outdoor Center, USA (Seasonal 1998-2000)

- ◆ *Canoe and Kayak Instructor:* Instructed flatwater and whitewater programs.
- ◆ *Rafting Trip Leader:* Led rafting trips on the Nantahala and Chattooga rivers.

North Carolina Outward Bound School, USA (Seasonal 1994-1998)

- ◆ *Course Director:* Managed instructional staff and their student groups.
- ◆ *Staff Trainer:* Sea kayaking, whitewater canoeing, ropes course and rock site management.
- ◆ *Head Climber:* Supervised climbing staff and safety of top rope and multi-pitch climbing.
- ◆ *Instructor:* Led mountain courses in the Appalachian Mountains and water based courses in the Outer Banks of North Carolina and the Florida Everglades.
- ◆ *Corporate Trainer:* Facilitated professional programs focused on leadership and teamwork.

Adrift Expeditions, (Intermittent seasonal 1993-1999)

- ◆ *Raft Guide and Safety Boater:* White Nile River in Uganda (1999).
- ◆ *Operations Manager and Raft Guide for Zambezi River:* Managed staff, budget, safari bookings, accommodation, transport and guided eight-day whitewater expeditions on the Zambezi River in Africa (1995).
- ◆ *Raft Guide:* Guided ten-day whitewater trips on the Coru River in eastern Turkey (1993).

Hurricane Island Outward Bound School, USA (1992)

- ◆ *Lead Instructor:* Led land based programs out of the Baltimore base.
- ◆ *Lead Instructor:* Instructed programs for adjudicated youth in Florida.

Salisbury Street Foundation, New Zealand (1991-1992)

- ◆ *Program Coordinator:* Residential program for ex-inmates. Managed and coordinated the following programs:
 - Education: Organized enrollment@ and participation in classes.
 - Work Skills: Vocational programs at local technical institutions.
 - Life Skills: Cooking, communication and relationship skills.
 - Therapy: Ensured all residents were in appropriate therapeutic programs.
 - Community Service: Organized projects in the local community.
 - Encounter Recreation: Led outdoor programs to introduce the residents to new interests, enhance their physical health, build confidence and improve their interpersonal skills.
 - Other responsibilities included maintenance of the buildings, vehicles and all equipment.

Ultimate Descents, Nepal (Seasonal 1991)

- ◆ *Trip Leader and Raft Guide:* Guided multi-day trips on the Sun Kosi and the first ever commercial trip on the Tamur River in eastern Nepal.

Sailing, Mediterranean, Caribbean and Atlantic Crossing (1990-1991)

- ◆ *First Mate:* Galaxy, 120' Brigantine, chartering out of the US and British Virgin Islands.
- ◆ *Crew:* Worked on various charter and private yachts in the Mediterranean and Caribbean, including an Atlantic crossing on Antares 115' schooner.
- ◆ *Windsurf and Sailing Instructor:* Sun Total in Marmaris, Turkey.

Encounter Overland, Nepal (1989-1990)

- ◆ *Trek Leader:* Led 28 day trips up the Arun valley to Everest Base Camp.
- ◆ *Trip Leader:* Multi-day rafting trips on the Sun Kosi and Trisuli rivers.

Outward Bound School, New Zealand (1986-1989)

◆ *Instructor-2 years and Chief Instructor-1 year:* After two years as a lead instructor, I was promoted to Chief Instructor. I helped hire, train and mentor 16 full-time year round instructors. Also responsible for risk management and overall safety of all programs. Programming included - sailing, backpacking, rock climbing, solo, community service, whitewater kayaking and sea kayaking.

Raft'N'Rainforest, Australia (1986)

◆ *Raft Guide and Trip Leader:* Guided on the Tully, Barron, and North Johnson rivers.

Value Tours, New Zealand (1983-1986)

◆ *Raft Guide and Trip Leader:* Guided trips on the Shotover, Kawerau, Landsborough and Rangatata rivers.

OUTDOOR QUALIFICATIONS AND CERTIFICATIONS

- ◆ ACA Level 4 Swift Water Rescue (2013)
- ◆ Life Guarding Certification (2003)
- ◆ ACA Instructor in Advanced Swift Water Rescue (2000)
- ◆ ACA Instructor for Whitewater Kayak (1998); Whitewater Canoe (1999)
- ◆ Wilderness First Responder since 1993
- ◆ NZOIA Level 1 Rock Climbing Instructor (1993)
- ◆ Intermediate Snow and Ice Course (1992)
- ◆ Inshore Launch Masters License – Commercial license for vessels up to 165' in length (1988)
- ◆ Stage 1 Avalanche Certificate (1988)
- ◆ Open Water Diver (1986)

GENERAL TRAININGS AND QUALIFICATIONS

- ◆ NOLS Risk Management Training (2018)
- ◆ Clinical First Responder – Modules I and II (2008)
- ◆ Manager as a Coach – Workshop on coaching and developing staff (2008)
- ◆ NC Supervision for Managers and Professionals (2007)
- ◆ NC Commercial Drivers License with passenger endorsement (2006)
- ◆ Applied Suicide Intervention Skills Training (2008)
- ◆ Nonviolent Crisis Intervention (2003)
- ◆ International Physical Fitness Association: Personal Trainer Certification (2004)
- ◆ Landmark Education: Various courses for personal development (2001-02)
- ◆ Men Working with Men: Leadership Workshop (1992)
- ◆ Civil Defense Certificate in Rescue and Casualty Handling (1992)

VOLUNTEER PROFILE

- ◆ American Red Cross blood and platelets donor for many years
- ◆ Girls On The Move: Supported a three month, cross-country biking and education event to raise awareness of issues facing adolescent girls (2000)

INTERESTS

- ◆ My wife Susan and daughter Lucie
- ◆ Biking, running and sports in general
- ◆ Camping outdoor recreation and adventure