



## Expedition Leader Stipend & Bonus Matrix

World Challenge employs highly qualified leaders to help Challengers grow and learn about the developing world around them. As compensation for your work, World Challenge offers leaders competitive stipend and bonus opportunities. Total compensation varies based on duration of expedition and qualifications of leader.

### Compensation for Work at a Training Weekend or Potential Leader Course:

Type of Weekend*	# of days	You must have lead a least one World Challenge Expedition in the last 2 years**
<b>Training Course</b> Instruct a team of students in wilderness safety, camping skills, and team work.***	3	\$500 + up to \$250 of travel expenses reimbursed
<b>Potential Leader Courses</b> Instruct and assess Potential Leaders in the WCE ethos. You must have Lead at least two Expeditions in the past 4 years in order to be eligible to work.	5	\$650 + up to \$250 of travel expenses reimbursed
* Events run most weekends in Sept and Oct and sometimes in May as well. Most events take place in the Berkshires.		
** If your last Expedition was more than 2 years ago your ability to work at a Training Course will be considered on a case-by-case basis.		
*** Depending on the weekend you may also help assess the field qualifications of potential leaders.		

### Compensation for Leading an Overseas Expedition:

Duration of Expedition	10 days	2 weeks (17 days)	3 weeks (24 days)	4 weeks (31 days)	Loyalty Bonus
<b>Qualification of Leader</b>					<i>Only applies if Leading a 3 or 4 week expedition in the current year</i>
<b>WFA or equivalent</b> plus sufficient experience in the field	\$600 + up to \$250 of travel expenses reimbursed for each of EPC* and BUD**	\$900 + up to \$250 of travel expenses reimbursed for each of EPC* and BUD**	\$1125 + up to \$250 of travel expenses reimbursed for each of EPC* and BUD**	\$1500 + up to \$250 of travel expenses reimbursed for each of EPC* and BUD**	Lead 1 prior expedition: \$100 Lead 2 prior expeditions: \$200 Lead 3 prior expeditions: \$400 Lead 4 prior expeditions: \$500 Lead 5 prior expeditions: \$700 Lead 6 prior expeditions: \$800 Lead 7+ prior expeditions: \$1000
<b>WFR or equivalent</b> plus sufficient experience in the field			\$1350 + up to \$250 of travel expenses reimbursed for each of EPC* and BUD**	\$1800 + up to \$250 of travel expenses reimbursed for each of EPC* and BUD**	
<b>WEMT or equivalent</b> plus sufficient experience in the field			\$1500 + up to \$250 of travel expenses reimbursed***	\$2000 + up to \$250 of travel expenses reimbursed for each of EPC* and BUD**	
* EPC = a 2-day conference in Boston. Generally over a weekend in May. Accommodation is generally provided on Friday and Saturday nights in addition to reimbursement for travel (\$250 max).					
** BUD = official start of the expedition, the day before the flight. Generally starts at or after 10am and is located at the high school. World Challenge will reimburse up to \$250 (max) for BUD related travel or accommodation.					
<b>Transportation, accommodation, and food with the team (i.e. on expedition) is covered by World Challenge. Other benefits like gear discounts and professional development opportunities may be available depending on the year and will be detailed in your contract.</b>					

**World Challenge**

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