

ALEX KOSSEFF

406.570.6880

alex@outdoorsafetyinstitute.com

Nederland, Colorado

www.alexkosseff.com

MANAGEMENT & CONSULTING

EXECUTIVE DIRECTOR

January 2025 – present

INTERIM EXECUTIVE DIRECTOR

June 2024 – Jan. 2025

EXECUTIVE DIRECTOR

2015 – 2023

FOUNDER & DIRECTOR

2010 – 2020

PROGRAM DIRECTOR

2004 – 2010

LEADERSHIP & VOLUNTEER RELATIONS DIRECTOR

1998 – 2004

PARADOX SPORTS, BOULDER

- Lead and manage Paradox Sports, a national nonprofit organization transforming lives and communities through innovative adaptive climbing experiences.
- Collaborate with the Board of Directors to define the organization's strategic priorities and short-term objectives while leading the staff team to ensure these goals are achieved.
- Focus areas include driving fundraising growth, enhancing the quality of programs, and increasing the representation of adaptive athletes within the organization.
- Oversee risk management of adaptive climbing and facilitator training programs nationwide.

AMERICAN MOUNTAIN GUIDES ASSOCIATION, BOULDER

- Strategically advanced the mission of the AMGA, an internationally recognized 4,600-member association dedicated to professional education, standards, and advocacy.
- Steered the association, its Board of Directors, and seventy full- and part-time staff through opportunities and challenges ranging from strategic plan development to field emergencies.
- Proactively adapted through the COVID pandemic by offering new member services and developing innovative financial strategies to mitigate the loss of \$2 million in course revenue.
- Conceived and launched AMGA's advocacy and policy program supporting facilitated access on public lands, personally built a partnership with The North Face to secure funding.
- Championed the interests of guides through direct communication with members of Congress, public officials, corporate leaders, peers in outdoor non-profits, and the media.
- Partnered with community members to initiate the AMGA's diversity, equity, and inclusion program in October 2015, three months after starting at the association.
- Advanced the educational quality and risk management of highly technical field education programs serving more than 2,000 participants annually.
- Addressed international industry challenges and training standards as one of the twenty-seven member associations of the International Federation of Mountain Guides Associations (IFMGA).

OUTDOOR SAFETY INSTITUTE, BOZEMAN/BOULDER

- Founded and directed this risk management consultancy, which advised, trained, and conducted incident reviews for outdoor recreation, outdoor education, and conservation organizations.
- The team's clients included Adventure Scientists, Boojum Institute, Colorado College, Colorado Mountain Club, Eagle Mount, Naturalists at Large, Pacific University, Santa Barbara Adventure Co., Sierra Club, Splore, The Mountaineers, University of Wisconsin, and Yellowstone Forever.

ADVENTURE SAFETY INTERNATIONAL, SALT LAKE CITY (REMOTE)

- Advised and trained organizations on risk management, field safety, and leadership.
- Recruited over twenty-five clients, including Big City Mountaineers, Chesapeake Bay Foundation, Camp Manito-wish YMCA, Kern River Outfitters, and the Nature Conservancy of Canada.

APPALACHIAN MOUNTAIN CLUB, BOSTON

- Supervised a team of five responsible for outdoor leadership training, risk management, adventure travel, conservation volunteerism, and relations with 14,000 chapter volunteers.
- As the first risk manager in the organization's 125-year history, developed risk management and leader training systems for programs with 100,000+ annual participants (1998-2000).
- Recognized for "exemplary service" in 1999, 2000, 2001, and 2003.

OUTDOOR LEADERSHIP

COURSE DIRECTOR

1996 – 2015

OUTWARD BOUND, WESTERN U.S.A. and MEXICO

- Course Director, Staff Trainer, Lead Instructor, and Safety Reviewer ('96-97, '99, '05-08, '14-15)
- Employed by Voyageur, California, Outward Bound U.S.A. & Outward Bound Mexico programs.

LEAD INSTRUCTOR 2005 – 2009, 2014 – 2015	◆ MONTANA MOUNTAINEERING ASSOCIATION , BOZEMAN
	• Taught and guided climbing (rock, ice, and alpine) and backcountry skiing.
CLIMBING DIRECTOR 2009 – 2010	◆ MONTANA YELLOWSTONE EXPEDITIONS (ORFALEA FOUNDATION PROJECT) , EMIGRANT, MT
	• Developed and managed a single- and multi-pitch program serving a diverse youth audience.
INSTRUCTOR 2008 – 2014	◆ AERIE BACKCOUNTRY MEDICINE , MISSOULA
	• Instructed Wilderness First Responder courses.
OUTDOOR EDUCATOR 1992 – 2015	◆ WHITMAN COLLEGE, MASSACHUSETTS AUDUBON, YELLOWSTONE FOREVER & MORE
	• Taught leadership, climbing, backpacking, and other skills as an educator and instructor trainer.

EDUCATION & TRAINING

BACHELOR OF ARTS 1995	◆ MACALESTER COLLEGE , SAINT PAUL
	• Majors in Environmental Studies and Political Science, Minors in Geology and Biology
OUTDOOR EDUCATION, GUIDING, AND MEDICAL TRAINING	◆ AMERICAN MOUNTAIN GUIDES ASSOCIATION , BOULDER
	• Ice Instructor Course (2019), Single Pitch Instructor Course (2018), Alpine Guide Course (2017), Rock Guide Course (2016)
	◆ NATIONAL OUTDOOR LEADERSHIP SCHOOL , LANDER, WY
	• WMI-Wilderness First Responder (2005), Winter Outdoor Educator's Course (1993)
	◆ SOLO , CONWAY, NH, NORTHEAST METRO TECHNICAL COLLEGE , SAINT PAUL
	• Wilderness EMT (1994), Emergency Medical Technician/NREMT (1992)

BOARDS & COMMITTEES

2024 – present	◆ WILD BEAR NATURE CENTER , NEDERLAND, CO
	Board of Directors
2020 – present	◆ OUTWARD BOUND USA , LAGRANGEVILLE, NY
	Board Safety Committee
2017 – 2019	◆ NATIONAL SCIENCE FOUNDATION , WASHINGTON, D.C.
	Polar Programs Committee
2016 – 2018	◆ ACCESS FUND , BOULDER
	Risk Management Committee
2014 – 2016	◆ MONTANA WILDERNESS SCHOOL , BOZEMAN
	Board of Directors
2005 – 2009	◆ WINTER WILDLANDS ALLIANCE , BOISE
	Board of Directors

ADDITIONAL EXPERIENCE

1999 – 2023	◆ PROFESSIONAL PRESENTATIONS
	Wilderness Risk Management Conference, Public Lands Alliance Convention, Assoc. of Outdoor Recreation and Education, Midwest Risk Management Symposium, Assoc. for Experiential Education, WEA National Conference on Outdoor Leadership, America Outdoors' Confluence, Appalachian Trail Conservancy Conference, Outdoor Retailer, AMGA Annual Meeting, and more
2012 – 2015	◆ EXPERT WITNESS & LITIGATION CONSULTANT
	Six cases involving climbing, backpacking, and outdoor adventure activities.



AWARD

President's Award
American Mountain Guides Association (2020)
First sitting ED to receive this honor. Given in recognition of industry leadership during COVID.



PUBLICATION

AMC Guide to Outdoor Leadership
1st edition (2003), 2nd edition (2010), 3rd edition (2023)
Appalachian Mountain Club Books, Boston



INTERESTS

- Rock, alpine, and ice climbing
- Backcountry, telemark, and alpine skiing
- Adaptive recreation
- Leadership development
- Community building
- Environmental issues