



# Incredible Adventures

## Guiding for Incredible Adventures FAQ

### **Q: What are the basic qualifications required to be a guide at Incredible Adventures?**

A: In addition to being a safe driver, there are a number of qualifications required to guide for Incredible Adventures. Most of these requirements are mandated by federal and state laws, or by our insurance company. All guides are required to:

- be 23 years of age or older;
- have, or be able to obtain, a California class B commercial license with passenger endorsements (we will train the right candidate);
- be a safe, courteous driver;
- have a 'clean' short form DMV record (this goes back at least three years; 10 if you already possess or have possessed a commercial license - Form H6 from the DMV);
- have a great personality, like working closely with people from all backgrounds and have the ability to drive long distances in a day;
- have a smile and patience;
- have the ability to act professionally at all times, especially under pressure;
- attend our guide training in San Francisco beginning **April 2018**, and, if seasonal, work through Oct. 27, 2018. Winter work may be possible for the right candidate.

### **Q: How much will I get paid?**

A: Wages are per trip, with half day wages starting at \$90 and full day wages ranging up to \$265 per day, plus tips and commissions (when applicable). Wages for overnight, multi-day tours are

per trip and range from \$275-\$525, plus tips. Our experienced guides can bring home more than \$400 a day, including tips. Full time guides are eligible for the following benefits:

- vacation;
- health insurance;
- dental and vision insurance;
- medical reimbursement accounts;
- 401(k) plan;
- long term disability benefits;
- paid sick leave in accordance with San Francisco, CA applicable laws;
- commuter benefits package;
- pro-deals;
- sign on bonus of up to \$900 for properly-endorsed commercial drivers;
- guide incentive and safety bonus program.

**Q: How many days per week will I work?**

A: Seasonal guides should prepare to be scheduled for four to five days per week. However, weather, seasonal patterns, park closures, and other issues can influence scheduling and demand.

**Q: What do you look for in an Incredible Adventures guide?**

A: We employ guides from all walks of life and backgrounds. We look for people who are safe drivers, great communicators, motivated, and work well with others. More to the point, we look for hard working guides who challenge themselves and others, love showing our clients the beautiful destinations we visit throughout the western United States and beyond.

**Q: I notice you offer day and multi-day tours. What's the difference?**

In a typical day on a one day tour, a guide will pick up clients at any number of San Francisco hotels, provide informational narrative during the trip and in-destination, conduct a guided tour and offer suggestions and directions for clients. In addition, guides will collect payment, communicate with the office throughout the day as necessary, and drive back to San Francisco to drop clients off at hotels. The day trips offer our highest daily rate of pay and provide our first year leaders the opportunity to hone their leading skills with the advantage of shorter trips.

Incredible Adventures' multi-day tours offer a different type of experience. Our guides love these trips because they provide more time in destination with our clients. This enables guides to build on the skills they've mastered on the day trips, to further engage with their group and gain a deeper appreciation of destinations we visit throughout the western United States and beyond.

**Q: What might a typical day for a guide look like on a multi-day tour?**

Still not convinced how awesome being a tour guide for Incredible Adventures can be? Here is an example of what one of your days on our Yosemite Escape 3 Day camping tour might look:

You wake up to the sound of the rushing Merced River and get coffee going for everyone. You'll then review your plan for the day and take care of the pre-trip inspection on the vehicle while checking in with each of your guests. After a briefing with the group, you'll load them up and head into the park for another beautiful day in the Sierra Nevada Mountains. They can bike, hike, walk, swim or float in the Valley before heading back to camp. Campfires, s'mores and cocktails might be in order after dinner. Get a good night sleep, then wake up and repeat!

**Q: Sounds fun, but isn't being a guide a lot of hard work?**

A: Yeah, you bet it is! While we do think most people have what it takes to be a guide with Incredible Adventures, those applicants not willing to work hard, smile through diversity and rise to unexpected challenges will not be a good fit.

**Q: Where do I apply?**

A: [Click here to go to the application page.](#)

**Q: I hate people. Can I still be a guide for Incredible Adventures?**

A: Nope. But we wish you the best of luck in your job search!