



## **POSITION TITLE: Adventure Guide**

**Employment period:** Summer Seasonal: June-Sept, 2024

**Hours:** Full Time, Part-Time

**Location:** Forest Grove, Oregon

**Pay:** \$16 - \$19/hr DOE

**Experience:** Entry/Intermediate Level

### **ORGANIZATION DESCRIPTION**

Adventures Without Limits (AWL) is a small non-profit with a big mission! Our team is passionate about providing opportunity and adventure to all people, regardless of ability level, socioeconomic status, gender, ethnicity, or age. AWL adventures are inclusive, adaptive, and community-oriented! We believe that everyone should have access to the mental, physical, and social benefits of time spent outdoors. Our programs aim to inspire personal growth, instill confidence, develop peer relationships, and enhance awareness of the natural environment through whitewater rafting, flatwater kayaking, canoeing, paddleboarding, climbing, and camping trips. Our community is wide and diverse; we work with individuals with disabilities, seniors, youth, school groups, people experiencing poverty, nonprofit partners, and corporate groups alike from Forest Grove and the greater Portland Metro area. At AWL, we value an inclusive atmosphere that encourages shared growth and learning among both staff and participants.

### **JOB DESCRIPTION**

Adventure Guides are responsible for the delivery of safe, instructional outdoor recreation trips to a range of diverse participants including but not limited to: individuals with disabilities, at-risk youth, school groups, seniors, corporate groups, and more. We uphold a culture of inclusivity, mutual support, growth, and learning. Guides will be expected to teach necessary skills and facilitate meaningful outdoor adventures while managing risk and social group dynamics for every trip.

As part of this application process, we will fill several positions for summer guides. Depending on experience and availability, applicants may serve as a Seasonal Guide or Part-time Guide. As such, duties, responsibilities, and pay will vary depending on your role. Seasonal guides tend to work “full-time” hours for the season they are hired for. Part-time Guides work “part-time” hours. Hours for both Seasonal and Part-time guides depend on the individual guide’s interest, experience, and availability, as well as the needs of the organization. Guides should expect to work 8-12+ hour days which includes packing, unpacking, and driving to the trip location which is typically 1-2 hours from the warehouse.

### **IN THIS ROLE, YOU WILL:**

- Guide and instruct some or all of the following activities: flatwater kayaking, whitewater rafting, canoeing, paddle boarding, climbing, hiking, and camping
- Oversee the safety of the participants and ensure the overall success of the program
- Work as a team to provide fun, safe, educational outdoor recreational trips in length from 1-3 days
- Work with participants experiencing a range of disabilities and think critically to meet their needs by leveraging adaptive equipment, behavioral support, or other creative solutions
- Load, unload, manage, and care for equipment and gear
- Lead youth programs, including summer camps and/or after-school programs,
- Transport equipment and passengers to and from activity locations in a 15-passenger van with a trailer
- Manage risk and respond to emergencies when necessary
- Maintain knowledge of, demonstrate, and practice Leave No Trace principles
- Work 8-12 hour days in a variety of outdoor settings under a range of weather conditions

## Summer 2024 - ADVENTURE GUIDE JOB DESCRIPTION

- Be an ambassador for Adventures Without Limits and uphold and model the community values of the organization

### WHAT WE NEED FROM YOU:

- Professional experience with one or several of the following activities (ranked in order of priority): 1) flatwater paddling (kayaking, canoeing, paddle boarding), 2) whitewater rafting, 3) rock climbing, 4) outdoor rec (hiking, camping, backpacking, etc). OR a mixture of professional and personal experience with at least two of the activities listed.
- Experience working in recreational guiding services, outdoor education, camps, or similar settings
- Experience working with diverse populations including at-risk youth, people with disabilities, seniors, and people of diverse cultural backgrounds
- Ability to adapt to changing situations while prioritizing safety and upholding a quality experience
- Strong interpersonal and facilitation skills
- Wilderness First Aid and CPR certification or higher (or ability to obtain upon employment, prior to staff training)
- Must be able to pass a background check and complete required training
- Must comply with our COVID-19 staff policy which requires a COVID-19 vaccination unless an exemption is authorized.
- Must be available to work between the months of June- August 30, 2024, including weekdays and weekends
- Clean driving record for applicants over the age of 23 to qualify as a driver
- Physically capable of lifting large, heavy equipment, kneeling, swimming, and reaching overhead.

### WE ALSO REALLY LOVE TO SEE:

- Bachelor's degree, or working towards a Bachelor's degree, or 2+ years of field experience in Physical Therapy, Occupational Therapy, Recreational Therapy, Wilderness Therapy, Outdoor Leadership, or relevant field
- Certifications in outdoor recreation (ACA, LNT, SRT-1, SPI, or similar)
- Experience working in adaptive recreation programs and with people with disabilities
- Bi- or Multi-lingual, particularly with Spanish or American Sign Language.

### TRAINING & IMPORTANT DATES:

- Must be available to work between the months of June-August 2024, including weekdays and weekends
- Required Onboarding Training Week: June 10-14th, 2024
- Whitewater week: June 1st-6th, 2024. *Attendance for these days will be prioritized for incoming raft guides, and those likely to work rafting trips.*

Please note: We will be holding an in-house River Safety & Rescue Course and Raft Guide School during Whitewater Week (space in these trainings is prioritized for incoming raft guides, and those likely to work rafting trips). These trainings are no-cost, no-pay, meaning we will not charge for the courses, and attendees will not receive pay. Hirees are also welcome to attend a SWR or Guide School elsewhere.

### WHY AWL?

Diversity, inclusion, and authenticity are core values at AWL. We welcome applicants with diverse backgrounds, experiences, abilities, and perspectives. BIPOC, LGBTQ+, and candidates living with a disability are highly encouraged to apply. No matter who you are, if you are excited about adaptive and inclusive recreation, we want to hear from you!

**IN EXCHANGE FOR YOUR BRILLIANCE, YOU WILL RECEIVE:**

- Pay range is \$16 - \$19 hourly rate depending on experience, certifications, and performance
- Access to kayaks, rafts, camping, and other outdoor equipment for personal use
- Opportunity to apply for our internal Guide Development Grant
- Professional development and skill-building training opportunities
- Access to Pro Deals
- Experience with a non-profit that partners with several leaders in the outdoor industry

**HOW TO APPLY**

Please email a resume, cover letter, references, and relevant trip logs to: [guide@awloutdoors.org](mailto:guide@awloutdoors.org), with "Adventure Guide Application" in the subject line. Please include if you are interested in seasonal or part-time guiding.

**Priority deadline:** February 25th, 2024 by 11:59 pm PST

**Interviews:** Scheduled on a rolling basis - February and March 2024

**Offers:** March 2024

*Applications will be accepted on a rolling basis until the position is filled.*

**EQUAL OPPORTUNITY**

*Adventures Without Limits is an equal-opportunity employer. Diversity and inclusion are core values at AWL, and applicants with diverse backgrounds, experiences, abilities, and perspectives are highly encouraged to apply. We are prepared to provide an interpreter for the interview process. Additional accommodations may be arranged as needed.*