



## POSITION TITLE: Adventure Guide

**Employment period:** Summer Seasonal: June to Sept, 2025

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

**Location:** Forest Grove, Oregon

**Pay:** \$17 - \$20/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! Everyone should have access to the mental, physical, and social benefits of time spent outdoors. Our programs 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 staff and participants.

### JOB DESCRIPTION

Adventure Guides are responsible for delivering 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. On every trip, guides will be expected to teach necessary skills and facilitate meaningful outdoor adventures while managing risk and social group dynamics.

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. Hours for both full-time and part-time guides depend on the individual guide's interest, experience, and availability, as well as the needs of the organization. We will prioritize guides with rafting experience to work our whitewater raft programs and they will be asked to work other programs such as flatwater paddling, camping, or rock climbing, depending on skill level and schedule. **Those who will be most successful in this position are fueled by our mission, are passionate about sharing outdoor experiences with underserved communities, and are excited by a dynamic workplace.**

### IN THIS ROLE, YOU WILL:

- Guide and facilitate some or all of the following activities: whitewater rafting, flatwater kayaking, canoeing, paddle boarding, and camping
- Oversee the safety of the participants and ensure the overall success of the program
- 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
- Work alongside a team of guides and program team members to facilitate quality outdoor programming
- Transport equipment and passengers to and from activity locations in a minibus or 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
- Load, unload, manage, and care for equipment and gear

## Summer 2025 - ADVENTURE GUIDE JOB DESCRIPTION

- Work 8-12 hour days in a variety of outdoor settings under a range of weather conditions
- Be an ambassador for Adventures Without Limits and uphold and model the community values of the organization
- Work as a member of a team that upholds the value of a growth mindset. Be willing to learn from one another and provide and receive feedback

### WHAT WE NEED FROM YOU:

- Professional experience with whitewater rafting or with flatwater paddling (kayaking, canoeing, paddle boarding)
- Ability to adapt to changing situations while prioritizing safety and upholding a quality experience
- 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
- Strong interpersonal and facilitation skills, and possess a growth mindset
- Wilderness First Aid and CPR certification or higher (or ability to obtain upon employment, before staff training)
- Must be able to pass a background check and complete required training
- Must be available to work between June - August 30, 2025, including weekdays and weekends
- Clean driving record for applicants over the age of 21 to qualify as a driver
- Physically capable of lifting large, heavy equipment, kneeling, swimming, and reaching overhead

### *Individuals with previous whitewater rafting experience:*

- Ability to safely navigate paddle rafts down Class I-III+ rivers on day trips
- Swiftwater Rescue certified (or ability to attend our River Safety & Rescue course during our Whitewater Week) - *Mandatory*

### WE ALSO REALLY LOVE TO SEE:

- Professional or personal experience with hiking, rock climbing, or multi-day trips (including relevant skills like group chore management, outdoor cooking for groups, etc.)
- 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 a 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

Adventure Guides with previous professional experience as a whitewater rafting guide, outdoor educator, or wilderness guide, and who have obtained relevant certifications may be eligible to work as a Trip Leader, which includes additional pay incentives. Trip Leaders are expected to have the experience, risk management lens, and motivation to oversee the logistics and success of that day's trip.

### TRAINING & IMPORTANT DATES:

- Must be available to work between the months of June through August 2025, including weekdays and weekends
- Required Onboarding Training Week: June 18th-22nd, 2025
- Whitewater week: June 7th-13th, 2025. *Attendance for these days will be prioritized for those likely to work rafting trips*

## Summer 2025 - ADVENTURE GUIDE JOB DESCRIPTION

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 guides with previous rafting experience, 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:

- The pay range is \$17 - \$20 hourly rate depending on experience, certifications, and performance. *Guides with whitewater raft guiding experience will be prioritized and on the higher end of our pay scale.*
- Bonus pay incentive of \$10/day for days that guides with the required experience and availability take on the role of Trip Leader
- Access to kayaks, camping, and other outdoor equipment for personal use
- Professional development and skill-building 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 16th, 2025 by 11:59 pm PST

**Interviews:** Scheduled on a rolling basis between January and March 2025

**Offers:** March 2025

*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.*

*At this time, we do not have the capacity to sponsor work visas for international applicants.*