

# ADVENTURES

*in good company*

## **AGC Adventure Guide - Position Description**

Adventures in Good Company is the world's leading tour operator for small-group, active travel for women. Our mission is to bring inspiration, empowerment and community to women through expertly guided adventures around the globe. Our destinations span the U.S. from Maine's Hundred Mile Wilderness to Death Valley's Badwater Basin, and the globe from Japan's Kumano Kodo Trail to the Inca Trail in Peru. We provide high-value experiences in some of the world's most breathtaking places and we expect professionalism and integrity across all of our operations and team.

We are seeking versatile and dynamic individuals to join our guide team. As a guide for AGC, your primary responsibility is the care and well-being of travelers. In partnership with your co-guide(s), you create a safe and successful experience for the group and respond to all incidents and emergencies. Ideal candidates possess excellent problem-solving skills, a lot of physical and emotional stamina, and strong logistical and leadership abilities (all while delivering excellent customer service).

Successful AGC guides are flexible, open to feedback, and committed to growth. Our guides come from varied backgrounds, from firefighters to attorneys, yoga teachers to classroom educators—unique and inspirational, like our travelers. We value diverse skills and experiences, and we are committed to increasing diversity on our team and encourage people from equity-seeking groups to apply.

AGC is accepting applications for guides across all our trips, with particular encouragement for those residing near specific geographic areas:

1. Southwest (Southern Utah, New Mexico, Arizona)
2. Great Smoky Mountains National Park (hiking and interpretation)
3. Colorado (hiking, interpretation, and backpacking)
4. Boundary Waters and upper Midwest (canoeing, camping, hiking)
5. Appalachian Trail (hiking and backpacking)
6. Maine (seeking Registered Maine Guides)
7. California (Tahoe and Redwoods)

### **Primary Responsibilities:**

- Embrace AGC's mission, vision, and values
- Create positive and inclusive group dynamics
- Monitor and manage traveler well-being
- Demonstrate good leadership and judgment, including social and cultural sensitivity
- Prepare for trips by reviewing itineraries, managing logistics, participating in pre-trip meetings, and understanding AGC's trip protocols and procedures
- Organize group gear, food, and instruction as required
- Manage trip safety, including through safety briefings, medical kit maintenance, and First Aid/CPR
- Provide natural and human history interpretations and education as needed

- Teach "Leave No Trace" principles and offer outdoor education
- Lead trip activities, drive vehicles, prepare group meals, interact with vendors, and manage logistics, as per the trip itinerary
- Write post-trip letters, upload photos and marketing assets, complete the Trip Log, and conduct post-trip debrief meetings

**Qualifications:**

- Must be able to rent and drive a 15 passenger van
- College degree in any subject
- At least 2 years of relevant experience in tourism, outdoor leadership, or service-learning
- Strong outdoor background (professional experience preferred)
- Excellent physical condition
- Basic computer skills (Google Suite)
- Smartphone with technical capabilities

**Required Skills and Certifications (not required for application):**

- Wilderness First Responder + CPR (Head Guide)
- Wilderness First Aid + CPR (Assistant Guide)
- First Aid + CPR (All Guides)
- Leave No Trace 101 Course (All Guides)
- Food handler card for state of residence (All Guides)
- Clean DMV record (3 years)

**Physical Requirements:**

- Able to hike/walk for 5+ hours per day, multiple consecutive days
- Proficient in paddling for 5+ hours per day, multiple consecutive days
- Ability to engage in conversations for 7+ hours a day, multiple consecutive days
- Ability to lift 50 pounds
- Carry a backpack weighing up to 30 lbs. for 5+ hours per day

**Additional Experience (preferred):**

- Leadership in outdoor or small-group settings
- Fluency in a second language
- Knowledge of natural history, ecology, geology

**Independent Contractor Details:** AGC guides are Independent Contractors, not employees, accepting trips based on availability. As Independent Contractors, guides are not eligible for benefits, tax withholdings, or worker's compensation. AGC offers 100+ trips annually, with durations ranging from 3 days to two weeks, featuring various activities. Guides lead at least two trips per year, with greater demand in Spring, Summer, and Fall. Compensation for domestic trips ranges from \$150 to \$200 per day, plus reimbursements and participant tips.

**Next Steps:**

Please click the 'APPLY NOW!' link below to complete our employment questionnaire. You will be able to attach your resume and trip log at the end of the questionnaire.

A trip log can be in any format and should include the following information:

- Dates of relevant trips
- Activities (hiking, backpacking, canoeing, climbing, etc.)
- Locations
- Role (personal trip, professional guide, outdoor instructor, student, etc.)

## **APPLY NOW!**

We plan to hire 15-20 new guides for 2024. Applications will be open through October 6, 2023. Interviews will be scheduled in mid-October.

Adventures in Good Company provides equal opportunities to all applicants for employment without regard to race, color, religion, creed, sex, national origin, ancestry, age, status as an officer or enlisted members of the military forces, veteran status, disability, genetic information, sexual orientation, transgender status, or any other protected characteristic applicable under federal, state, and local laws.