



Outdoor Education Guides & Kitchen Support

Santa Barbara Adventure Company (SBACo) is currently hiring outdoor education guides and kitchen support for the spring season. We place an emphasis on leadership, risk management, and customer service and have a preference for those who have been outdoor education guides or worked with children in the past.

Applicants must be available to support trips in May. We have outdoor education trips running from March–November. Trips can be anywhere from 1 day to 5+ days. We have numerous outdoor education locations in/around Santa Barbara including the Channel Islands and Big Bear. Traditionally our outdoor education guides have the opportunity to also support commercial trips that we operate in/around Santa Barbara and at the Channel Islands — including serving as sea cave kayak guides at Channel Islands National Park.

About Our Company

Santa Barbara Adventure Company is a dynamic and fun place to work for people who love to be outside and share our region's natural beauty with others.

As the premier adventure travel outfitter on the Central Coast since 1998, we operate four companies under one roof: (1) Santa Barbara Adventure Company, (2) Channel Islands Adventure Company, (3) Santa Barbara Wine Country Tours, and (4) Coastal Team Building. We offer a vast variety of activities in and around Santa Barbara including sea cave kayaking at Channel Islands National Park, kayak tours in Santa Barbara, wine tours in Santa Ynez Valley, customized team building events for corporate groups, outdoor education programs for school children, and more!

SBACo company culture is second to none. We find strength in diversity and welcome professionals of all generations, genders, ethnicities, backgrounds, and lifestyles. We care about the environment and it's our mission to help expose others to the great outdoors and the importance of conservation.

People who do well here:

- Love being outside
- Enjoy sharing beautiful places around Santa Barbara with others
- Get along with a variety of personalities and ages
- Can adapt their teaching style to different personalities and abilities
- Enjoy a fast-paced work environment and have energy to sustain long days outdoors
- Can think on their feet
- Take having fun seriously
- Enjoy a tight-knit workplace that celebrates success

Job Description for Outdoor Education Guides

Outdoor Education Guide Primary Responsibilities

- Lead and manage a group of 8-15 students for the duration of each outdoor education trip
- Help maintain gear and equipment throughout the trip
- Give effective safety and intro talks

- Carry out program activities in the field, including teaching curriculum for school trips and facilitating team building initiatives for large groups
- Adhere to trip itineraries to ensure activities stay on schedule
- Be in good physical health and able to assist in guiding activities that may include hiking, kayaking, high ropes courses, rock climbing, surfing, and stand-up paddleboarding
- Complete and maintain all necessary paperwork records for trips
- Securely and safely rig all boats, gear, and vehicles for travel
- Setup and breakdown camps; pack and load gear before a trip, and unpack and unload gear post-trip load at the warehouse; follow through with clean up
- Be familiar with and maintain the contents of first aid kits, provide basic first aid assistance in the field and know SBACo emergency procedures
- Assist with all components of an outdoor education trip to ensure success
- Other duties as necessary

Friendly Customer Service

- Represent SBACo in a professional manner
- Enjoy sharing beautiful places around Santa Barbara with others
- Provide a positive role model for children and facilitate kid-friendly activities
- Demonstrate empathy and professionalism with a wide variety of clientele
- Ensure that everyone participating is aware of the difficulty involved in each activity and is physically and emotionally prepared

Knowledgeable Interpretation

- Share interpretive talks and knowledge about marine life as well as our region's natural and human history
- Adhere to the Seven Principles of Leave No Trace and be a steward of the natural areas in which we travel
- Enhance guests' awareness of local environmental issues
- Continually strive to grow in interpretive skills

Job Description for Outdoor Education Kitchen Support

Outdoor Education Kitchen Support Primary Responsibilities

- Responsible for working in our camp kitchens for the duration of programming
- Purchase and organize all ingredients before a trip
- Pay close attention to dietary requirements for varying groups
- Help maintain gear and equipment throughout the trip
- Complete and maintain all necessary paperwork records for trips
- Give effective safety and intro talks to ensure a safe camp kitchen
- Work with Field Managers to ensure meals are prepared in a timely fashion and adhere to the outdoor education schedule for the group
- Work with kitchen team to cook delicious meals using SBACo recipes and ingredient lists
- Setup and break down camps; load and unload trips at the warehouse; pack, unpack and clean-up
- Adhere to the Seven Principles of Leave No Trace and be a steward of the natural areas in which we travel
- Be familiar with and maintain the contents of first aid kits; provide basic first aid assistance in the field & know SBACo emergency procedures
- Other duties as necessary

Friendly Customer Service

- Represent SBACo in a professional manner
- Provide a positive role model for children and facilitate kid-friendly activities
- Demonstrate empathy and professionalism with a wide variety of clientele
- Ensure that guests' needs are met throughout the duration of the programming

Desired skills for outdoor education staff members:

- Outstanding customer service
- Excellent communication and teaching skills
- Leadership/group management and team building facilitation
- Commercial guiding experience or experience working at a camp
- Believe strongly in environmental stewardship
- Interpretation skills and knowledge of local human and natural history
- First Aid/CPR certification, WFR, and WFA preferred
- Commercial driver's license preferred (may obtain after hiring)
- ServSafe Food Handler Certification (may obtain after hiring)

Employment Type

Full-time, Seasonal

Compensation

\$15.50 – \$22 per hour (payscale is provided in our interview process or as requested)

Hourly pay is based on certifications, education, and years of leading outdoor education trips or relatable experience. We encourage you to review our Employment FAQ document for further details.

We offer competitive pay, tour discounts for friends and family, end-of-season bonuses, career and training development opportunities for personal and industry growth, seasonal company-wide celebrations, and a fun work environment. Plus, our staff gets access to industry pro deals at many amazing outdoor outfitters!

Sick Pay

Per CA law, 3 days of accrued paid sick leave per year for qualifying reasons is provided for use after 90 days of employment.

401k

Eligible for enrollment in the company's 401k plan with 4% match starting after 1 year of employment and 1,000 hours worked.

How to Apply

Interested individuals should fill out our online job application at sbadventureco.com/employment and send a resume and cover letter to hiring@sbadventureco.com.

Santa Barbara Adventure Company is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, or disabling condition. We can only accept applicants who can legally work in the United States.