



## Adventure Guide

### About Our Company

Santa Barbara Adventure Company (SBACo) 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 inspire a love of nature and our community by empowering all people through exceptional guided experiences.

### Roles for SBACo Adventure Guides

Kayak Guide (oceans, lakes, and at the Channel Islands National Park)

Surf or Stand Up Paddleboard Guide

Outdoor Education Trail Guide, Program Coordinator, or Commissary Director

Team Building and Challenge Course Facilitator

Wine Country Guide (See the job description for details)

***A majority of our staff work in a variety of roles – that is one of the biggest perks of the job!***

### Desired Skills

- Outstanding customer service
- Excellent communicator
- Leadership & group management
- Team building facilitation
- Environmental stewardship
- Interpretation and storytelling
- Wilderness First Responder preferred
- Commercial Driver's License with a Passenger Endorsement

### Desired Experience

- Sea kayaking
- Team building facilitation
- Surfing and instruction
- Stand Up Paddleboarding and instruction
- Wine Tours
- Environmental education (with youth)
- High ropes or rock climbing
- Hiking
- Other commercial guiding experience

## **Job Responsibilities**

### Field Operations

- Lead and manage a variety of trips based on prior experience, skill set, and level of training
- Support group experiences trips to include responsibilities in camp kitchens
- Deliver effective safety briefings and introductory talks
- Adhere to trip itineraries to ensure activities remain on schedule
- Complete and maintain all necessary trip paperwork and records
- Read, write, and understand procedures, checklists, and daily trip reports
- Be familiar with and maintain the contents of first aid kits, provide basic first aid assistance in the field, and know SBACo emergency procedures
- Arrive to work on time, in uniform, and with the appropriate materials for the duration of trips
- Depending on your role and training level for a specific type of trip, train and evaluate other staff on policies and procedures

### Office Operations

- Complete self-directed and online training modules, including written and multimedia content, and complete quizzes, courses, and tests with satisfactory understanding

### Facilities

- Help maintain gear and equipment before, during, and after trips

### Other

- Maintain CPR/First Aid certification (or higher)
- Represent SBACo in a professional manner
- Perform other duties as assigned

## **Schedule**

This is a seasonal role with opportunities to transition to year-round employment based on your skill set.

Our high season typically runs from March to November. Scheduling preference is given to individuals with a flexible schedule and full-time availability for the entire season. Attendance at training for new hires is mandatory, with sessions held at the start of the high season. New hires unavailable to start in spring will be considered on a rolling basis, with additional training provided as needed. Workdays can range from 6 hours to 14 hours with workweeks ranging from 1-6 days per week based on booked trips.

For Outdoor Education trips, Channel Islands trips, and consideration as a Channel Islands guide, the ability to camp overnight in remote settings and work consecutive days is strongly preferred.

## **How to Apply**

Interested individuals should fill out our online job application on our website and send a resume and cover letter to [hire@sbadventureco.com](mailto:hire@sbadventureco.com).

## **Working Conditions**

- **Physical Demands**
  - Guides will spend long hours in the field lifting heavy equipment and exerting energy during activities. Office work involves sitting and using office equipment and computers for long periods, which can cause muscle strain.
- **Environmental Conditions**
  - Field locations vary and may include hot, sunny, windy, wet and otherwise wild and remote locations. The incumbent is also located in a busy, open area office. In the office, you may be faced with constant interruptions and must meet with others on a regular basis.
- **Sensory Demands**
  - The incumbent must spend long hours in intense concentration.

- **Mental Demands**

- There are several deadlines associated with this position, which may cause significant stress. The incumbent must also deal with a wide variety of people on various issues.

*The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position.*

### **Compensation**

See the [pay scale on our website](#).

Hourly pay is based on certifications, education, and years of commercial guiding experience or relevant experience. We encourage you to review our Employment FAQ document for further details. This position is non-exempt and is subject to scheduled, and occasionally unexpected, overtime.

*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, 40 hours 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. Annual enrollment is July 1st and January 1st.

*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 disability. We can only accept applicants who can legally work in the United States.*