



## 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 help expose others to the great outdoors and the importance of conservation.

### **Job Type**

Kayak Guides (in/around Santa Barbara area and Channel Islands National Park)

Surf/SUP Guides

Outdoor Education Guides

Outdoor Education Camp Kitchen Support

Wine Guides - Class B or Class C w/ passenger endorsement license preferred

Seasonal (early March - late October) with opportunities to be year-round based on skill set

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

### **Desired Skills**

- Outstanding customer service
- Excellent communication skills
- Leadership & Group Management
- Commercial Guiding Experience
- Team building Facilitation
- Environmental stewardship
- Interpretation or storytelling
- First Aid/CPR certification (WFR and WFA preferred)
- Commercial driver's license preferred

### **Desired Experience**

- Sea kayaking
- Team building
- Surf lessons
- Cycling or mountain biking
- SUP lessons
- Wine Tours
- Environmental Education
- High Ropes/Rock-climbing
- Hiking

### **Schedule**

Our busy season stretches from March to late October. Scheduling preference is given to those with a flexible schedule and full-time availability for the duration of the full season. Attendance at required training(s) for new hires is required for employment. New hires unavailable to start prior to the Spring are considered on a rolling basis for Memorial Day – Mid-October. Ability to camp overnight in remote settings and work consecutive days is heavily preferred.

### **How to Apply**

Interested individuals should fill out our online job application on our website and send a resume and cover letter to [hireing@sbadventureco.com](mailto:hireing@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. The incumbent is 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**

\$16 – \$19.75 per hour (payscale is provided in our interview process or as requested)

Hourly pay is based on certifications, education, and years of commercial guiding experience 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.

*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*