



Surf Guide

We are looking to hire a few more guides for the 2023 season specifically with SURF experience!

Flexible scheduling available but must have availability for at least 1 full day weekly from 8am – 5pm. Majority of our guides love working at our company due to the variety of work available from kayaking in Santa Barbara to kayaking sea caves at the Channel Islands to supporting team building trips or ropes courses with adults or youth. *Often applicants who express interest in being a surf guide for us find themselves falling in love with the lure of the Channel Islands National Park and return season after season to support surf and all of our water programming!*

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.

Desired Skills

- 3 years minimum surf experience, teaching lessons a plus!
- Strong ocean swimmer
- Ability to read changing ocean conditions and understand surf conditions
- Outstanding customer service
- Excellent communication skills
- Leadership and group management skills
- Environmental stewardship is critical and fundamental to our company
- Interpretation or storytelling skills is a plus
- First Aid/CPR certification (we can support you with certification avenues)

Schedule

Our busy season stretches from March to late October. For surf guides training takes place shadowing on trips and then leading your own. For other trips we have formal training and attendance is required for new hires before shadowing on some trips. Ability to camp overnight in remote settings and work consecutive days is heavily preferred.

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.

How to Apply

Interested individuals should fill out our online guide application on our website and send a resume to hire@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