



Job Description – Whitewater River Guide

Founded in 1978, Oregon River Experiences runs half day to nine day whitewater raft trips on ten rivers in Oregon and Idaho. One of the Northwest's premier outfitters, we employ guides who possess the maturity, warmth, integrity, leadership skills, and whitewater boating skills necessary to conduct top-notch river trips.

We typically have openings for both full-time and part-time multiday trip guides, and also for full-time and part-time day trip guides, and we accept applications from January through May to fill these vacancies.

Full-time guides typically work most weeks of the season. Part-time guides may be scheduled in a variety of ways, including weekends only, 2 weeks on/2 weeks off, 3 days per week, etc. Multi-day trip guides will work mostly our longer trips, but may be asked to fill in on an occasional day trip as well. Similarly, day-trip guides may be scheduled for occasional multi-day trips. Our season runs from early April through mid-October.

We think that river guiding is one of the best jobs you can imagine. You get to be outside in beautiful natural settings and share fun and adventure with a variety of interesting people. But river guiding also involves plenty of hard work and long hours. The work is fun and rewarding, but it can be physically and mentally demanding as well.

Qualifications

- At least 18 years of age
- At least one season of prior commercial rafting experience (or completion of both a guide training workshop and subsequent on the job training)
- Current First Aid and CPR certifications
- Personable and friendly demeanor, and an enthusiasm for sharing the outdoors with guests
- Strong work ethic, and the willingness to be a team player
- Good health is a must: position involves long hours and occasional heavy lifting
- Must have own transportation, and provide own PFD, river knife, 2 carabiners, whistle, throwbag, dry bag, and (for springtime employment) a wetsuit or equivalent.
- An educational background in earth sciences, biology, archaeology, or etc. and an interest in natural and cultural history interpretation are a plus.

Benefits

- Casual, friendly work environment
- Competitive pay
- Complimentary and discounted river trips for family and friends
- Training opportunities on other rivers
- Pro-deal program enables you to purchase outdoor gear at deep discounts

Job Duties

General responsibilities

- Conduct high quality, safe river trips
- Treat guests and fellow O.R.E. employees with courtesy and respect
- Contribute to a positive, supportive team atmosphere
- Arrive to work promptly as scheduled
- Drive company vehicles safely
- Keep vehicles clean and detect mechanical problems
- Promote sales of future trips as appropriate
- Comply with terms of employment contract
- Conform to company policies as described in the O.R.E. Guide's Handbook

Responsibilities include the following

- Engage guests in friendly conversation both on and off the river
- Cook all the meals on the O.R.E. menu, taking the lead in the kitchen as appropriate
- Rig and de-rig an oar and paddle rafts in a safe and timely manner
- Pack equipment carefully, and unpack, clean and put away all trip gear after trip
- Participate in any on-river guide meetings, as well as post-trip guide debriefings
- On multiday trips, lead hikes and/or other activities to enrich our guests' time with us
- On multiday trips, present short interpretive presentations to guests
- On day trips, perform land support duties as requested (shuttles, photography, lunch prep)

Additional Information

Work Schedule

Seasonal, early to mid April through late September to mid October. Our greatest need for guides is from mid-June through August. Guides seeking full time work must be prepared to work all weeks of this peak season.

Wages

- O.R.E. has a detailed pay scale. There are four pay levels based on experience. In addition, pay varies depending on the distance from the river in question to our home base. Trip leaders are paid an additional amount. Finally, additional pay is offered for those with WFR, Swiftwater Rescue, or Interpretive Guide certifications.
- Rates range from a low of \$75 per river day for a guide who is just beginning to work day trips, to a high of \$145 per river day for experienced guides on our highest paying multiday trips.
- Paychecks are issued twice monthly.

Employment Agreement

All employees will be required to sign an Employment Agreement before beginning to work. This agreement will specify your duties, as well as our commitment to you as your employer. The Employment Agreement will reflect your dates of availability. You must remain with O.R.E. until the end date listed in order to be eligible for any performance bonus.

Housing

Guides are responsible for their own housing. We do not currently offer guide accommodations.

Drug/Alcohol Policy

O.R.E. is committed to maintaining a safe environment for both staff and guests. We have a zero tolerance policy for impairment at work due to drugs or alcohol, and we reserve the right to terminate the employment of any employee found using illegal substances on the job, drinking while driving, or allowing alcohol to impair their work performance.

Tobacco-Free Workplace

O.R.E. is a tobacco-free company. Smoking and chewing tobacco are not permitted at any time while on O.R.E. property, in an O.R.E. vehicle or while on the river (including in camp on overnight trips).

How to apply

Download our [river guide application form](#). Then complete this form and mail, fax or email it to us.

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