



Multi-Day River Guide Job Description

Job Duties

Pre-Trip Responsibilities

- Prepare, inspect, and load gear onto trucks and trailers
- Welcome guests upon arrival, assist with their personal gear, and help create a warm, inclusive atmosphere

On the River

- Load and unload boats at put-ins, take-outs, lunch stops, and camp locations
- Take responsibility for the safety, comfort, and enjoyment of every guest
- Competently navigate both oar and paddle rafts
- Provide clear instruction and safety support for inflatable kayakers
- Maintain situational awareness of all boats in the flotilla and be ready to assist with rescues or river safety scenarios
- Interact respectfully and professionally with other river users and agency personnel
- Share interpretive knowledge about the river, landscape, wildlife, and local history

In Camp

- Help guests settle into camp by assisting with tents and orienting them to camp facilities
- Set up and take down kitchen, toilet systems, hand-wash stations, and the communal camp circle
- Engage authentically with guests during both work time and downtime
- Lead or participate in camp activities such as games, short hikes, or fireside discussions
- Assist with food preparation and camp meal service

Post-Trip

- Help unload boats and properly handle groovers, garbage, and recyclables
- Clean, repair, restock, and store gear at the boathouse
- Participate in end-of-trip debriefs and provide constructive feedback to the team

General Expectations

- Represent Salmon River Adventure Company with professionalism in your conduct, appearance, and communication
- Prioritize the safety of yourself, your fellow guides, and our guests
- Know the locations and contents of safety and first-aid equipment
- Follow all regulations and permit requirements for the rivers you work on
- Understand and adhere to risk-management protocols, emergency actions, and evacuation procedures
- Demonstrate awareness of public lands protection and river conservation principles

River Guide Requirements

We're looking for guides who truly enjoy sharing the rivers we love with the people we serve. Strong interpersonal skills, empathy, and good judgment are essential, along with the following technical abilities:

- Knowledge of key safety zones, access points, and emergency routes
- Understanding of the river's natural and cultural history
- Familiarity with rapids, hazards, camps, and daily mileage
- Ability to row a gear boat and guide a paddle raft
- Competence with camp-kitchen equipment and group meal preparation
- A solid foundation in river safety and the ability to contribute effectively to rescues
- Strong teamwork skills and a willingness to support fellow guides
- Awareness that guiding is fundamentally a service-oriented profession
- Current certifications: Wilderness First Responder, CPR, and relevant rescue certifications

What Makes a Great Salmon River Guide

We've found that exceptional guides often share these qualities:

- A naturally positive, grounded, and upbeat attitude
- The ability to lead when needed and follow when appropriate
- A strong work ethic and willingness to pitch in without being asked
- Comfort engaging with guests from all walks of life
- Openness to giving and receiving feedback
- Strong independent judgment and the ability to work without micromanagement