



Salmon River Adventure Company – Employment Application

At Salmon River Adventure Company, we believe guides are the heart of every trip. A great guide can transform a challenging day into a memorable one, and turn a good trip into an unforgettable experience. Our river adventures are as much about people and connection as they are about wild landscapes and whitewater—and our guides are the sparks that bring it all to life.

We look for guides who set a positive tone, embody professionalism, and bring genuine enthusiasm to every interaction. We want the best of the best—people who love rivers, love guiding, and love sharing these places with others.

RESPONSIBILITIES

Salmon River Adventure Company guides are expected to:

- Safely guide both oar and paddle rafts
- Support and instruct inflatable kayakers
- Prepare and cook healthy, delicious, group-style camp meals
- Prioritize guest safety, comfort, and well-being throughout the trip
- Share knowledge about the river corridor's natural and cultural history

REQUIREMENTS

We're looking for guides who bring a balance of technical skill, people skills, and strong personal character.

Minimum Requirements

- Wilderness First Responder (WFR) or higher
- Swiftwater Rescue certification
- Experience guiding single-day and/or multi-day river trips

- Physical strength, endurance, and overall fitness
- Strong social and interpersonal abilities: warm, aware, engaging, and fun
- Character traits including a strong work ethic, honesty, dependability, and a spirit of adventure

EXPECTATIONS OF SALMON RIVER ADVENTURE COMPANY GUIDES

To maintain a high standard of professionalism and safety, guides are expected to:

- Prioritize personal safety and model safe behavior at all times
- Wear appropriate footwear and avoid unnecessary risk-taking
- Consume alcohol responsibly, both on the river and at company housing
- Follow strict sanitation practices in camp and kitchen areas (including wearing a shirt while cooking and washing hands frequently)
- Bring curiosity, enthusiasm, and a sincere interest in people
- Truly love guiding—not just as a job, but as a passion and lifestyle

If guiding isn't something you're deeply excited about, this isn't the right fit—and that's okay. We're looking for river-obsessed, people-loving, community-centered guides.



JOB APPLICATION

Name: _____

Email: _____ Phone: _____

Address: _____

Favorite River Trips (guided or personal):

Employment History

Please list your three most recent jobs or relevant positions.

Previous Employer Job Title / Duties Dates

1

2

3

References

Please list three people who know you well professionally or personally.

Reference Phone Relationship

1

2

3

Outdoor / Wilderness Experience

Describe your experience in the outdoors, on rivers, or in other wilderness settings.

Special Talents or Achievements

Tell us what makes you stand out. Impress us!

Short-Term Goals (1–3 years)

Long-Term Goals (Where do you see yourself in 10 years?)

Certifications (check all that apply):

- Wilderness First Aid
- Wilderness First Responder (WFR) or EMT
- CPR
- Swiftwater Rescue Training
- ACA Kayak Instructor
- Other: _____

Additional Questions

Are you a smoker? _____

Do you have reliable transportation (truck/car)? _____

Anything else you'd like us to know?

Video Submission (Required)

Along with your completed application, please include a short video of yourself (2–4 minutes is perfect) answering the following questions:

1. Why do you want to work for Salmon River Adventure Company?
2. What makes you a great fit for our team and our company culture?
3. Tell us about a tough work situation you've faced and how you overcame it.

Your video doesn't need to be fancy—just be yourself. A simple phone recording in good light is totally fine. We want to get a sense of who you are, how you communicate, and why you're excited about guiding with us.

Please submit the video file or a shareable link when you email your application.

Once we receive your completed application, we'll reach out to schedule an initial conversation. If you don't hear from us promptly, feel free to follow up via phone or email—we appreciate your enthusiasm.