

GUIDE CAPTAIN – NORTH ISLAND KAYAK

North Island Kayak is looking for accomplished sea kayak guides for the position of Guide Captain. This role will be shared by up to three Captains on an approx. 50% rotation between active guiding of our day & multi-day tours and on-shore leadership & development of our guide team. Those selected will have formal guide training paired with solid experience conducting multi-day sea kayak tours in class 2 & 3 water. They will have proven ability to develop & supervise others and experience planning, troubleshooting & correcting issues that arise. The position requires excellent communication and leadership qualities, strong organizational & prioritization skills and the ability to mentor, train & develop other guides.

Reporting to the Office Manager & Owners, Guide Captains will oversee the training, mentoring, supervision and performance of our guiding staff, while ensuring the ongoing standard of our tours, camps, gear and equipment. The Guide Captain will work closely with our office, maintenance, kitchen and sales teams to ensure that all guided tours & kayak rentals are delivered to our high standards.

Primary Responsibilities.

- Oversees & implements standards, soft & technical skills training and development of guides, including team building, mentoring, documenting & performance measurement.
- Distributes & ensures the functionality, training & maintenance of kitchen, paddling and electronic equipment issued to our guide team. Ensures issued equipment is returned, cleaned & inspected.
- Assists in base camp development, set up & tear down. Monitors for safety, cleanliness & ongoing functionality of camp equipment & facilities.
- Ongoing evaluation of guide skills & performance, providing continuous constructive feedback and recommendations for future training and certifications.
- Monitors and maintains the quality of our tours, food, facility, equipment, camp selection, schedules, etc.
- Models behaviour and attitudes expected from the guiding team while acting as a technical resource for guides and other staff members.
- Acts as a Risk Management & Wilderness First Aid resource for guiding & management staff and organizational health and safety program leader for their area of expertise.
- Ensures all guide tour documentation, camp status, logs, timesheets, waivers, etc. are accurately completed & submitted in a timely manner.
- Be the lead guide on multi day kayaking tours, ranging from 2 – 8 days, with a maximum of 6 guests per guide. Tours with over 6 guests will have an AOG guide to assist. Will also conduct day tours, both as lead & while mentoring/training.
- Ongoing development & introduction of best practices, procedures, routes, new meal plans and gear selection.

Secondary Responsibilities.

- Providing lessons on how to kayak or instruction on local tides, currents, weather, etc.
- General kayak and gear husbandry, repair and maintenance.
- Contributes to social media channels.

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Qualifications.

- An experienced Sea Kayaker and guide. Preferably SKGABC L2/L3 or equivalent. Paddle Canada instructor certification or SKGABC Guide Trainer qualifications an asset.
- Current 80 hour Wilderness First Aid & CPR or equivalent certification.
- University Graduate, senior student in a degree level program or equivalent work experience.
- Proven ability to self motivate, take initiative, deliver to deadlines while managing in a dynamic work environment.
- Excellent verbal and written communication skills along with a demonstrated ability to lead and motivate a team.
- Appropriate knowledge of tourism, sea kayaking, leave no trace & wilderness ethics practices combined with knowledge of the Pacific Northwest, its flora, fauna, first nation history and geological features.
- Competent with computers, communications technology and possess a Marine VHF Restricted Operators Certificate.
- A robust, outdoor professional able to work well under all weather conditions and able to lift 50lbs.
- SVOP or other boat driving qualification and experience an asset.
- Prior supervisory skills preferred.
- Proficiency in English, other languages especially French & German are an asset.
- Valid driver license.

Employee Benefits

- An opportunity to work for an industry leading organization in a beautiful area with spectacular wildlife.
- Great opportunity for long term career advancement & development
- A great work environment with very competitive pay rates.
- Team based continuous learning skill development with further training opportunities.
- Access to Pro-deal purchases from leading outdoor suppliers
- Discounted opportunities to partake of other Telegraph Cove activities and attractions.

Gear Requirements.

Each guide is expected to have the following personal gear to be used while 'on trip'. North Island Kayak has pro-deal and wholesale purchasing arrangements with many quality suppliers that can assist with sourcing most of this equipment.

- Appropriate PFD with whistle & Rescue Knife
- 30' to 50' tow line/belt
- Rescue stirrup
- Appropriate paddling clothes, footwear and drybag for personal use.
- Tent, mat & sleeping bag.
- Marine VHF with spare battery pack.
- Own kayak a plus but not required.
- Cellphone with text plan.

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Period of employment & compensation

May to September. Very competitive salary, depending on experience and qualifications.

Accommodation

Because accommodations in Telegraph Cove are expensive and can be a challenge to find, North Island Kayak offers affordable, dry camping spaces. Some basic, off-the-grid, unfurnished cabins may also be available. Small trailers or tents welcome. Rooms available in small rudimentary house for office staff.

The TC Resort Campground offers full or partial service sites. Port McNeill, a 30-minute drive from Telegraph Cove, offers apartments and rooms for rent.

Application Requirements

To apply please review the following requirements and send us an email (hr@kayakbc.ca). Please clearly identify the position applied for and include the following information.

- A current resume & Cover Letter detailing why you are interested in and qualified for the position.
- Contact details for at least two work references. If you are at college or university, provide one faculty reference.
- Summary of relevant certifications, achievement dates and renewal dates.
- Expected salary & availability dates.
- A recent Photo.