

Title: Winter Guide: Driving, Snowshoeing, XC Skiing

Status: FT/Seasonal

Wage: \$100-\$130/trip, 4-7 hour days depending on the tour.

- To Note: *We pay per trip. Those rates vary depending on the trip, the guide's level of professional certification, and length of time employed by WF Outfitters.*

Reports to: Owner, General Manager, Operations Manager
Employees Supervised: Yourself.



About Us

Whitefish Outfitters and Tours is a small, locally owned/managed tour company based in Whitefish, Montana. We pride ourselves in providing world-class experiences for our guests while also providing lucrative jobs for our guides and employees.

We are young and we are growing rapidly. No two days are ever the same. In our peak seasons of May-September, we work hard to ensure the smooth running of daily operations. This means that sometimes your 8-hour day can easily turn into a 10-hour day if that's what is needed.

We limit most guides to a 4-day workweek unless otherwise requested. We need our winter guides from December through March. Guides can expect to work 2-3 days/week in the winter.

Our vehicles are varied- we have Subaru's for small hiking groups, luxury SUV's for smaller tours, and a few 14-passenger transit vans for larger groups and families.

Our guest demographic are typically first-time visitors to Glacier National Park & Whitefish. They have limited outdoor adventure experience, but they're excited to get out and explore.

Job Summary

Our Winter Guides wear many hats. Our most popular tour is the scenic-based driving tour in Glacier National Park. Guides take guests on a pre-determined route and, along the way, narrate the history of the park, the valley, native history, etc. Every guide will need to "ride along" and train on any driving tour prior to leading that trip. It is up to the guide how many trips they choose to "work." Ideally, all guides opt to learn every tour. It's a great way to diversify so you're not running the same route every day.

Guides are responsible for the safety of their guests, the cleanliness of the vehicles, and the overall trip experience. Guides are expected to show up for their trips dressed in a clean and approachable manner.

General Expectations

- Ensure a safe physical environment for guests. Strive for safety on every trip.
- Foster a supportive work environment and strive for positivity daily.
- Treat guests, coworkers, and management with respect and kindness.
- Maintain open lines of communication with management and coworkers.
- Be honest, do your best.

The Ideal Candidate

- Has WFR or WFA training (preferred)
 - o Required for snowshoeing or XC skiing in Glacier National Park
- Extensive outdoor recreation experience- professional or personal.
- Believes in climate change and how we contribute to the global climate agenda.
- Has a passion for Glacier National Park, Montana, the outdoors, geologic history, native history, and more.
- Is a kind person that genuinely enjoys people.
- Is dependable and punctual.
- Takes initiative to learn about the area around them- the Park, the Flathead National Forest, and other tours we offer.
- Is a strategic problem-solver. You can think critically and stay calm in stressful situations.
- A clean driving record is required for this position.

Sample Pay Structure

As stated above, we pay by the trip. Senior Guides are defined as those who have been with us for a calendar year or more. Activity trips pay the same because the minimum qualification are consistent amongst guides.

Gratuity is common in this industry, although not guaranteed.

Trip Title	Type: Shuttle, Scenic Drive, Hike	Your Day/Length: THIS VARIES	Typical Pay Rate
Half Day Driving Tour	Scenic Driving	5 hours	\$100
Guided Snowshoe	Hike	4-5 hours	\$110
Combo Tour	Drive & Snowshoe	8 hours	\$120
Fernie Shuttle	Shuttle	10 hours	\$160