



Dear Guide Applicant,

Thanks for contacting us regarding working with The Northwest Passage. Being involved on our staff is a very rewarding and exciting experience. Let me take this opportunity to share with you some information about our staff.

The Northwest Passage (NWP) family of instructors and guides consists of a growing number of talented, experienced and enthusiastic individuals who love to share their knowledge of the outdoors. Most of our instructors and guides work with NWP on a contractual basis (meaning they work by the day, weekend etc.). Almost all of them have other “real” jobs. Working with NWP is a fun, creative and exciting outlet for their outdoor spirit. We have three basic job descriptions- *Lead Instructors*, *Assistant Instructors* and *Aides*.

Lead and Assistant Instructors

Both of these roles require a person with lots of charisma who has the ability to safely lead beginners in a variety of conditions. This requires that the instructor has excellent safety and judgment skills and the ability to evaluate hazards as well as the skills of their group. To ensure a professional standard among our staff we require that all Lead Instructors are certified in their area of expertise (for sea kayaking that means either BCU British Canoe Union or ACA American Canoe Association instructor certification; rock climbing means AMGA certification, NOLS/OWB training, or equivalent experience) as well as Wilderness First Aid and CPR.. Assistant instructors assist with all aspects of a program, from logistics to teaching and generally hold some independent kayaking and climbing certifications or training from the ACA, BCU, or the Northwest Passage in addition to Wilderness First Aid and CPR.

Aides

Becoming an aide is a great way to gain some experience and have some fun. An aide helps out with many aspects of running a program from carrying boats to performing rescues and assisting with logistics. Aides do not get paid, however, being an aide is a lot of fun and gives you the crucial time on the water needed to begin developing experience. Many of our aides progress to become Assistant Instructors and some have eventually become Lead Instructors.

We promote the continued training and development of our staff by offering higher compensation for higher levels of certification. We also offer various training opportunities that can lead to certification. For more information on sea kayaking certification levels, you can visit the ACA website at www.americancanoe.org or the BCU website at www.bcu.org.uk.

If you think that you would contribute to NWP as an Aide, Assistant Instructor or Lead Instructor please fill out our Guide Application and send us a copy of your resume. Upon receipt, we will review it to determine if (and how) your skills can be utilized. Finally, information on our New Staff Training Series (a series of training sessions in the spring) will be sent to those who are invited to participate.

Once again, thanks for contacting us about joining our staff. Please feel free to call or email me with any questions.

Sincerely,

Keith Heger
Program Director
staff@nwpassage.com