



Dear Applicant

Thank you for your interest in working for Holiday River Expeditions. We are accepting applications for River Guide, Driver and Warehouse positions. Holiday has been running backcountry trips in Utah since 1966. Holiday is noted for its friendly, efficient and professional employees. We are committed to providing our guests an enjoyable wilderness experience with an opportunity to learn about the natural world.

We accomplish this through; diligent training, meaningful interpretation, innovative equipment and facilities, and responsible stewardship of the land. Our goal is to always meet or exceed industry standards in providing our guests a quality experience with minimal impacts to other groups, the land, the water, the air, and our cultural treasures. At the same time giving our employees the opportunity to learn and experience the natural world, meet some wonderful and interesting people, and have some of the best times of their life.

We select our employees based on their people skills, ability and willingness to learn, clean appearance, and responsible wilderness values. It is important that you are in good health, and physically fit. You need to be responsible, have good work habits, and the ability to get the job done. Guides are responsible for providing enjoyable interpretive backcountry trips varying in length from 1-7 days. The majority of our trips are rafting vacations, complimented by a smaller offering of mountain bike trips.

You will need to possess or acquire the required guide license, first aid, CPR, and food handler's permit. These qualifications can be met following the hiring process through Holiday's training program. Holiday is a drug free workplace. Employees will need to pass a pre-employment drug test prior to final hiring.

Go with the flow,

Tim Gaylord
Director of Operations

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Join our Team

Please fill out the application and mail, fax, or email it to us. Holiday requires all guides to be at least 20 years old. Younger applicants are encouraged to apply for a warehouse position. Holiday holds a guide workshop that will be used to evaluate applicants for employment. Through the workshop you can expect to learn the basic skills of guiding, river rescue, boat handling, reading water, low impact camping, river safety, and risk management. We will be selecting applicants to join us for our guide workshop by early April.

The workshop will be held in late **April** (date TBD) **in Green River, UT**. Cost for the workshop is \$125. We will spend the first day at our Headquarters followed by (2) day trips on the river. At the end of the three day workshop we will choose who to invite for further training and evaluation. We will continue our focused training in mid May with time spent at our headquarters and on multi day raft trips.

Current American Red Cross Emergency Response and CPR, or equivalent is required for guiding. However, Holiday recommends that all guides have Wilderness Advanced First Aid or Wilderness First Responder. If you don't meet the first aid requirements, H.E. will be sponsoring First Aid courses in **early May in Green River Utah**. These courses are taught by Wilderness Medical Associates – you can see course descriptions at their website www.wildmed.com. These classes are offered at a reduced rate if you are chosen to work for Holiday.

What's the Pay?

First year guides can expect to be paid \$60-65 dollars per day, depending on certifications. If you are available from mid-May to late August you can expect to gross \$2,000-3,000 (plus tips). Holiday provides free room and board during your time off the river. We also provide all required rescue and boating gear. You will be responsible for your own life jacket, river bag, rescue knife, and first aid kit (we supply restocking items). You will have access to pro-deals. Experienced guides earn up to \$8,000+ per season (plus tips).

Warehouse Help

Warehouse help provides support, maintenance, and repair for equipment being used on trips. Maintain warehouse supplies. Daily cleaning, food prep, and retail store responsibilities. It is our goal to hire warehouse help that is interested in becoming a guide in the future. We try to hire enough staff so that you can participate on several backcountry training trips during the summer.

Drivers

Must have a clean driving record. Over 25 preferred. Ability to get along with all kinds of people. Must be able to drive 15 passenger vans with trailer.

Should you have questions about working for Holiday River Expeditions contact:

Tim Gaylord
tim@bikeraft.com

Holiday River Expeditions is an equal opportunity employer. Holiday is also a Drug Free Work Place, New guides will be required to pass a drug test prior to employment.



Employee Application

Name: _____ **Age** ____ **Height** _____ **Weight** _____

Address _____ **Sex:** Male Female

_____ **Date available for work** _____
(We start the end of April)

Phone _____ **Can work until** _____
(We stop in mid/late Sept)

Email _____

Type of employment: Guide Driver Warehouse
 Full Time Part Time

Driver's License # _____
State _____ **Type** _____

Date of Birth _____
Marital Status _____

List any citations in the past five years:

Education:

High School: _____ Graduation Date _____

College: _____ Major/Degree: _____

Relevant Course Work: _____

Employment History:

<u>Employer Name</u>	<u>Position/Title</u>	<u>Dates From/To</u>	<u>Contact/Phone</u>
_____	_____	_____	_____
_____	_____	_____	_____

List any experience or skills you think might apply to guiding and the river business in general (i.e. skills in dealing with people, mechanics, carpentry, driving, playing an instrument, office, sales clerk etc.):

Check all certifications that pertain to you:

WFR (expires) _____ CPR (expires) _____
 Advanced First Aid (expires) _____ Swift Water Rescue _____
 Standard First Aid (expires) _____ Other: _____

Check any classes or background on interpretive skills that pertain to you.

Geology Archaeology River and/or Local History
 Biology Ecology Astronomy
 Other: _____

Check if you have experience with any of the following:

On lakes Oars Kayaks Bike repair
 On rivers Paddles Inflatable kayaks Mtn biking
 Fishing Motors Canoes 4 Wheel Drive Vehicles
 Other _____

Can you back a trailer using side mirrors?

With no problem good fair have little or no experience

Do you have experience driving large vehicles (buses, vans, etc.)?

Yes No

List sports, outdoor activities, hobbies, etc.:

What do you plan on doing after the guiding season?

You were referred to us by: _____

If you have **little or no experience guiding**, would you like to participate in our guide workshop? (Usually held in late April)

yes no
(Fee charged) (But please consider my application)

Please attach a resume or any additional information you feel would be to your advantage!

Experienced Guides

If you have EXPERIENCE and have worked for an outfitter please fill out this section:

Check the following if you have:

- Utah boatman License # _____
- Utah Apprentice License # _____
- Other: _____

Check the areas you have worked, dates, list your experience (i.e. rivers, outfitter, trip leader, guide, guest, recreational, etc.):

	Year	#Trips	Outfitter Name/Private
Rafting			
<input type="checkbox"/> Yampa	_____	_____	_____
<input type="checkbox"/> Lodore	_____	_____	_____
<input type="checkbox"/> Desolation	_____	_____	_____
<input type="checkbox"/> Westwater	_____	_____	_____
<input type="checkbox"/> Cataract	_____	_____	_____
<input type="checkbox"/> San Juan	_____	_____	_____
<input type="checkbox"/> Main Salmon	_____	_____	_____
<input type="checkbox"/> Lower Salmon	_____	_____	_____
<input type="checkbox"/> Hells Canyon	_____	_____	_____
Bike			
<input type="checkbox"/> White rim trail	_____	_____	_____
<input type="checkbox"/> Maze area	_____	_____	_____
<input type="checkbox"/> Lasal Mtns	_____	_____	_____
<input type="checkbox"/> Dinosaur NM	_____	_____	_____

In addition to the above trips, list other river experience (i.e. rivers, outfitter, trip leader, guide, guest, recreational, etc.):

Check if you can make **good** boat repairs on the following:

- Simple patches inside patches seams

What were you being paid on your last guiding job? _____

Will you work for a base rate of \$65.00 per day until you prove your skills?

- Yes No

If not, what rate would you be willing to work for: _____

Would you (if chosen) be willing to attend our guide workshop? (Usually held in late April)

- Yes No
- (Nominal fee) (But please consider my application)



Employee Questionnaire

Write a short statement indicating your feelings to complete each of the topics below. Although this is not timed, please answer with your first impression. **This questionnaire is only a part of the selection process.**

1. The kind of person I am is: _____

2. People who work with me regard me as the sort of person who: _____

3. My greatest strengths are: _____

4. My greatest weaknesses are: _____

5. After the season I plan to be: _____

6. A year from now I plan to: _____

7. When I work with a team I: _____

8. I want to be a River Guide because: _____

CONTINUED

SECTION 2

Quickly complete each of the following sentences.

1. Details are _____
2. I prefer the company of _____
3. When others won't help _____
4. Getting dirty _____
5. Working in the heat _____
6. Making decisions is _____
8. Being a public relations person _____
9. It makes me anxious when _____
10. When I get cold I _____
11. Working with people is not _____
12. When under pressure I _____
13. Working alone makes me _____
14. I dislike children that _____
15. People that aren't good at what they do _____