

# *Kodiak Raspberry Island Remote Lodge*

## *Job Description*



### *Employment with Kodiak Raspberry Island Remote Lodge*

As with any position at Kodiak Raspberry Island Remote Lodge, this position represents an integral member of a tightly woven team living on a remote island far from the conveniences of normal, modern civilization, whose primary goal is to present our international visitors with a safe, comfortable, and enriching experience in Alaska's Wild. We seek personable, responsible, and respectable men and women who welcome our direction yet are confident in approaching the task at hand autonomously. Your persona will not only be part of our visitor's experience to Kodiak Raspberry Island Remote Lodge; you will also be an influence to our two young children and an important constituent of the support system for Tiffany, Birch and the rest of our team.

**Guide Position**  
**6 days/week 10 hrs/day**

**First Term: May 25-July 31, Second Term: July 27-September 14**

The Guide Position is a combination of two sub-positions, each starting at 8:00am, and concluding at 6:00pm. First, the Guide will primarily be in charge of any kayaking and/or hiking expeditions, and secondly, if the lodge doesn't have kayakers/hikers scheduled, the guide will work as a deckhand on the boat. Lastly, the Guide will be prepared and available for 'other duties as assigned,' as needed.

*The Kayaking and Hiking Guide's* focus will be on taking our guests interested in those activities out on such trips, and support and follow-through of those day's programs. Guests are typically ready for their day of activities between 8:30 and 9am. This position is client-to-guide relationship intensive--you must start 'guiding' right away. Our guests vary in physical ability and experience level, so be prepared to mold the experience you will offer your participants to their ability and enthusiasm. Be prepared to teach the participants every aspect of the trip they are on--how to put on a kayak skirt properly, how to hold a paddle and stroke properly, how to dress properly based on the weather and the type of trip you are taking them on. Be prepared to answer questions regarding the locale; the flora, fauna, and other questions relating to the weather, tides, geography, etc. Be prepared to educate and position the group for good photographs. We do not expect you to know every answer but have the resources here so you can gather the majority of the information you'll need to provide an educational and rewarding experience to your participants.

The weather here is predictable to a degree. You will need to make decisions based on the safety of the group and our equipment that may conflict with your participant's immediate goals. You will be guiding in bear country and will need to be comfortable with every stage of a bear encounter, including contact. We can teach you this, but if you're terrified of bears or the water, this is not the job for you. If you are terrified of bears or the water and want this job to overcome your fear, this is not the job for you.

Trips nearly always start and finish here at the lodge. Rare exceptions will involve a boat drop off and/or pick up. There are a variety of trails, almost always game trails, that go up the mountain behind the lodge or along the coast. There are a variety of kayak experiences that start from the lodge here, as well, and will always vary as the tide comes in and goes out. Though we have a very gentle current, water height variation between high and low tides may be as much as 24 feet. It is also common to paddle a ways, get out, and enjoy some time on a local beach, or walk/hike from there.

We require guides and guests return to the lodge by 5:00pm. In some cases guests will wish to either depart the lodge later in the morning or return to the lodge earlier in the evening. It is imperative that the Guide remains "guiding," or "in charge" of his or her group of guests until 5:30pm; the remaining team at the lodge does not have room in their schedule to interact with the guests. The lodge itself is also closed from 1:00 p.m.

to 4:00 p.m. Guides are expected to keep our equipment well maintained, clean, and ready for the next day's activities.

*The Deckhand Position* will assist the boat captains and fishing/boating operations. While the position will mostly be filled on the Gemini with Birch as captain, the deckhand may be a) 'leant' to another boat captain/boat operating out of KRIRL, or b) dropped off with a group on shore to guide shore fishermen alone (fly fishermen/spin fishermen, likely targeting Salmon). Guests typically board the Gemini and other fishing boats at 8:30am give or take 15 minutes. Birch/captain will prep engines and bring the boat into the beach, while the guide stands by on the beach to help outfit clients in boots/rain gear/etc and board the boat. Daily guiding/deck handing duties will include interacting with clients, answering questions, and working the fishing gear. This will include gear preparation and readiness, hook baiting, fish landing, boat cleaning, crab pot pulling, preparation, crab cleaning, etc.

Fishing boats return to the lodge typically around 5:30pm, at which point they will pull into the beach and drop off the clients, fish, and lunch bag, etc. The captain will return the boat to the mooring and deckhand will finish any boat cleanup and next day preparation while captain fills out the logs, etc.

On both kayaking/hiking guide days as well as deckhand days, the guide is expected to help outfit our guests in rain gear, boots, etc as needed at 8:00 a.m. and to help load the boat in the morning, as well as meet the boat on the beach at day's end to help unload, *clean, and prep* the boat when the boat returns to the mooring.

It is important to note that this position also includes *other duties as assigned*. These may involve construction, painting, ditch-digging, sanding, engine maintenance and repair, trail brushing, yard maintenance, and so on. ***Please expect other duties to be assigned if our client load is light and extra help isn't needed on the boats or in the field.***

While this position lists typical working hours, *you may also be required to work adjust during the week*. For example, if a group of kayakers participates on a fly out bear view in the morning, and we are caught up on other projects, instead of working during your normal hours, you may be asked to take the morning off while the guests are bear viewing, guide them on a kayaking trip in the afternoon when they return, and finally, make up for the hours lost that am by helping 'deep clean' the boat or process fish, concluding your working day later than normal.

The Guide will also be responsible for taking over the Outdoor Camp Hand's fish processing responsibilities once a week on the Outdoor Camp Hand's day off. This will include the vacuum sealing, labeling, and freezing of the days catch.

This is a physical position, you must be physically able to climb mountains, paddle kayaks, carry kayaks, and move gear. You must also be able to help load and unload

supplies, luggage, 50lb fish boxes and the like from the boat and trailer. We welcome ANY questions to help decide if this is the job for you.

Please approach this position and lifestyle with flexibility as change, due to weather, specific guests' requirements, equipment problems, and so on, can interrupt day to day routine.

**Special licenses required before arrival to Raspberry Island:**

First Aid and CPR certification: [www.redcross.org](http://www.redcross.org) or [www.firstaidweb.com](http://www.firstaidweb.com)

Alaskan Fishing License:

<http://www.admin.adfg.state.ak.us/license/>

Afognak Native Land Use Permit:

[https://www.afognak.com/pages/land\\_use\\_application.php](https://www.afognak.com/pages/land_use_application.php)

**Special clothing/gear required before arrival to Raspberry Island::**

Hiking boots, breathable rain gear, appropriate for guiding hikers and kayakers.

Knee high rubber boots, rubber rain gear, easy to clean and for use on the boat as deckhand.

Waterproof watch

**Guide Compensation:**

Compensation for this position is about \$2,850.00 per month and is based on a 6 day work week, working 10 hours per day, with the day typically starting at 8:00am and finishing at 6:00pm. You will be provided with a time sheet and required by the Department of Labor to keep track of your hours worked per week. If you work more than 60 hours per week you will be paid \$14.25 per extra hour. If you complete your tasks within the timeframe allocated, and 'clock out' early, *you will still be paid for 10 hours of work*. You will be paid at the end of each month and within two weeks of your final day of employment.

Please know that the amount of time we have listed is a conservative representation of what we feel is needed to complete your responsibilities and *extra overtime is discouraged*. In the event you require more time than we allocate in the Job Description, we will do our best to work with you in training and redirection to ensure you're handling your various tasks efficiently.

Room and board is furnished, as well as an equal share in lodge tips, and 100% of tips directly presented to you by the guest. Appropriate taxes will be deducted from your

monthly pay, and you will be covered by Workman's Comp Insurance during your working hours. Sick and Leave days are unpaid.

**Bonus:** There is a \$500 end of term bonus associated with this position. If you work with us through conclusion of our employment contract, you will receive the end of term bonus. \$250 of your bonus is considered a security deposit and may be withheld in the event our staff cabin is left a mess or our belongings damaged.

Round trip transportation to the lodge from Kodiak City is also included, as long as you arrive on dates we recommend (days we already have travel planned into 'town'). Please note your point of hire is Raspberry Island; if you quit or are fired you will be charged the standard fare on the next available boat or plane back into Kodiak (currently \$420).

Room and Board: Staff stays in a 5 bed, 2 bedroom co-ed staff cabin here on the property. It is heated, and has an indoor bathroom with flush toilet and shower (nice for the wilderness), 24 hour electricity, and limited internet use (we have a bandwidth cap so e-mails etc are fine, however, video skyping, FaceTime, uploading/downloading/streaming pictures, video, etc kills it for all of us). Telephone service is very limited and cell phone service is not available. Staff are encouraged to dine with guests on your days off, and meals are superb, featuring fresh Alaskan Seafood, prime steaks, fresh made bread and desserts---everything we feed our guests. Applicants with special dietary concerns are required to purchase and prepare their own food if it is different from what we typically serve our guests and staff. Staff members not enjoying their day off may be required to eat separate meals and/or at separate times from the guests.

Guide lunches are typically in the field and prepared each morning by the Outdoor Camp Hand in charge of making lunches that day. However, in the event you are in camp you are on your own for lunch during both your "on" time and "off" time. The Cook does not provide lunches for the rest of the staff; please help yourself to sandwich supplies, make your own hot lunch, or heat up left overs. It is imperative that you clean up after yourself when through with lunch; it is not the rest of the staff's job to clean up after you.

It is important to us that you are aware of how this position's compensatory package relates to other job opportunities you may have. Please review the chart below to compare the benefits of working here to a 'regular' job and associated expenses. The entries regarding the 'comparable job,' may or may not be accurate to your lifestyle and current budget, but was our best, conservative guess and we invite you to adjust the entries accordingly. According to the chart below, a comparable job would roughly need to pay \$18.56 per hour to result in the same disposable income; a formula that *hasn't added* tips you may accumulate throughout the summer, or the end of season bonus.

|           |    |       |    |       |  |  |
|-----------|----|-------|----|-------|--|--|
| hrly wage | \$ | 9.50  | 40 | hours |  |  |
| over time | \$ | 14.25 | 20 | hours |  |  |

|                         |                |          |         |         |              |
|-------------------------|----------------|----------|---------|---------|--------------|
| room/board/day          | \$ 0.00        | 0        |         |         |              |
|                         |                |          |         |         |              |
| work shifts:            | AM hrs         | PM hrs   | hrs/day | Days/wk | Total hrs/wk |
|                         |                |          |         |         |              |
|                         | 5              | 5        | 10      | 6       | 60           |
|                         |                |          |         |         |              |
| weekly income           | \$ 665.00      |          |         |         |              |
| monthly income          | \$ 2,850.00    |          |         |         |              |
|                         |                |          |         |         |              |
| Summer income           | \$ 5,700.00    | 2 months |         |         |              |
|                         |                |          |         |         |              |
| Tips (approximate)      | \$ 50.00       | /week    |         |         |              |
| end of season bonus     | \$ 500.00      |          |         |         |              |
|                         |                |          |         |         |              |
| <b>Total:</b>           | \$ 6,600.00    |          |         |         |              |
|                         |                |          |         |         |              |
|                         |                |          |         |         |              |
| <b>Comparable Job</b>   |                |          |         |         |              |
|                         |                |          |         |         |              |
| weekly income           | \$665.00       | 40 hr/wk |         |         |              |
|                         |                |          |         |         |              |
|                         |                |          |         |         |              |
| rent/month              | \$350.00       |          |         |         |              |
| food/month              | \$350.00       |          |         |         |              |
| car gas                 | \$50.00        |          |         |         |              |
| utilities               | \$50.00        |          |         |         |              |
| Total cost of living/mo | \$800.00       |          |         |         |              |
|                         |                |          |         |         |              |
| <b>\$/hr</b>            | <b>\$21.63</b> |          |         |         |              |

Please do not ask us for a raise during the season. This is a short season and the above compensation is what we are offering. We may consider a new compensatory package if you are a candidate for employment with us next year.

Alaska is an “at will state,” meaning you may quit or can be let go at any time.

### **Activities available during your time off**

Staff days off are typically rotated to ensure the maximum available number of staff are ‘on’ at any one time, in other words, you will likely be on your own during your days off. That being said, staff enjoying their days off are welcome to use our kayaks and/or hiking trails around the lodge, relax, sleep in, enjoy our extensive video library, and so on.

It is important to note that we are remote, and do not have a town easily accessible nearby. Also, please understand that staff are not able to join the fishermen on the Gemini or other boats to fish as those few slots are only open/available to the guests; however, in most cases, staff is invited to join guided hikes and kayaking trips. We invite you to bring your own fishing gear if you'd like to fish from shore or the kayaks. Fly out bear viewing may be available at cost (currently \$500/person) on your days/time off. Use of our equipment is a privilege and we expect it will be cared for and well taken care of.

Our family lives upstairs in the lodge, thereby we 'close' the lodge from 1:00pm to 4:00pm. Staff and guests are asked to enjoy their time off outside of the lodge during that time.

### **Other Expectations**

Our team on Raspberry Island is expected to dress, act, and express themselves in a professional, respectful, and friendly manner. Each of our guests is an appraiser of the experience that we, as a team, present to them. How we perform our job responsibilities and how we interact with our guests will affect that experience.

We require good personal hygiene and tidy living quarters. Drunkenness and smoking is strongly discouraged, smoking is prohibited inside, and use of recreational drugs is absolutely not tolerated.

Our dress code is casual. Standard attire in the morning and evening (when guests are around the lodge) is typically a clean pair of jeans and shirt/sweatshirt/sweater, with freedom to dress more formally if the individual prefers. We discourage facial piercings and ask that our male staff please keep facial hair trimmed.

Please remember you are "on" when clocked in, and we ask that checking Facebook, reading your book, etc is reserved for your time off. "Soaking the clock" is not tolerated, and punctuality is expected; for example, if you need to get a cup of coffee into your system before you feel efficient, please show up before your shift begins to enjoy that cup so you're a productive member of our team when the shift starts.

Birch and Tiffany are always available for any thoughts and concerns regarding this position and your time on Raspberry Island.

This is an amazing, beautiful place, and opportunities abound. You will meet people from around the world, who in many cases may be able to offer you constructive input and professional connection. Your office will be in the middle of the remote Alaskan wilderness on the edge of the Pacific Ocean. Your apartment is one of the top lodges on Kodiak and in Alaska, and your restaurant is appreciated by travelers from the world over. Among these the true opportunity of this job lies; it is up to you to make the most of it.

Thank you again for considering this position. We encourage you to communicate with us further about this opportunity if you are interested.

Sincerely,

Birch and Tiffany Robbins  
Kodiak Raspberry Island Remote Lodge  
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