

# *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/Floater Position**  
**6 days/week 8 hrs/day**

**First Term: May 24-August 3, Second Term: July 28-September 21**

This position is a combination of two sub-positions. Primarily, this team member will be in charge of guiding any kayaking and/or hiking expeditions. Secondly, if the lodge doesn't have kayakers/hikers scheduled, this position will act as a floater, filling in for either the Outdoor or Indoor Camp Hands on their days off (one per week). Lastly, the team member filling this position 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 at 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 4:30pm. 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 5:00pm; 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 3:30 p.m. Guides are expected to keep our equipment well maintained, clean, and ready for the next day's activities.

*On non guiding/floater days*, this position will cover/take over the responsibilities of the Indoor or Outdoor Camp hand if either of these team members is enjoying their one day off per week. Please review both the Outdoor Camp Hand and Indoor Camp Hand positions for a more detailed description of these positions.

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. If we do not have any kayakers or hikers at the lodge, and both Indoor and Outdoor Camp Hands are 'on,' please expect direction from management.

In some cases our guests participate in a half day kayaking/hiking trip, especially if they go on a fly out bear view. In this case, the guide/floater will help out with other duties as assigned before the guests return from the bear view, at which point he/she will assume his/her role as the guide.

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, Waterproof watch

## Guide/Floater Compensation:

Compensation for this position is about \$2,172 per month and is based on a 6 day work week 8 hours per day. 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 48 hours per week, you will be paid \$14.63 per extra hour. If you complete your tasks within the timeframe allocated, and 'clock out' early, ***you will still be paid for 8 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, per the Employee Handbook, 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. Please note that \$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. Further, tardiness is unacceptable in this position; \$100 per day you are late for work is deducted from your bonus, and if you're late for work 2 times you will unfortunately be released from employment the second time you are late. Finally, a portion of your end of season bonus AND hourly compensation may be withheld if our belongings are damaged or lost while you use them during your off time.

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 about \$420).

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 \$17.68 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	\$	9.75	40	hours	
over time	\$	14.63	8	hours	
room/board/day	\$	0.00	0		
work shifts:	AM hrs		PM hrs	hrs/day	Days/wk
		4	4	8	6
					48
weekly income	\$	507.00			
monthly income	\$	2,172.86			
Summer income	\$	8,691.43	4	months	
Tips (approximate)	\$	50.00		/week	
end of term bonus	\$	1,500.00			
	<b>Total:</b>	\$ 10,991.43			
<b>Comparable Job</b>					
weekly income		\$507.00	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>\$17.68</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.

Please thoroughly review our **Employee Handbook** for a lot more detail outlining this position, what we expect of our team, and what you can expect in return.

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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[Vacation@raspberrylsland.com](mailto:Vacation@raspberrylsland.com)