

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.

Outdoor Camp Hand Position
6 days/week 8 hrs/day

July 23-September 22

The Outdoor Camp Hand's primary daily responsibilities include field lunch preparation, outdoor facility maintenance, and fish processing. The Outdoor Camp Hand will also be prepared and available for 'other duties as assigned,' as needed.

This is a split shift position. The morning shift starts at 7:15am and typically involves custom preparing guests' sandwich and lunch orders for the day, and must be complete before 8:30am when guests depart for the day's activities. Lunch food prep area will then be cleaned up, lunch supplies prepped for the following day (ie defrost lunch meat if you run out, daily inventory on lunch supplies and grocery order if needed), and lunches packed and delivered to the boats and guides. Fish House organized after guests depart. The morning shift concludes at 11:15am.

The Outdoor Camp Hand's afternoon shift starts at 3:30pm and involves yard and building maintenance (carpentry, painting, gardening, weeding, lawn mowing, firewood hauling and splitting, trail maintenance, etc), and transitions to fish processing when the boats return around 5:30pm, including fish house and equipment cleanliness and preparation, boxing fish from the day before, vacuum sealing, labeling and freezing filleted fish, cooking, washing and packing crab, monitoring of freezer temperatures and individual client's fish, labeling vacuum bags for the following day, etc, and concludes at 7:30pm.

The above is a generalization of the Outdoor Camp Hand's routine, however, the Camp Hand positions work with Tiffany and/or Lodge Cook, and can adjust according to their goals, responsibilities, and direction for each day.

While this position lists typical working hours, *you may also be required to work adjust during the week*. For example, if a big load of fish comes in, and it takes an extra 2 hours of processing that night beyond the normal 'clock out' time, the extra time required will be subtracted from your afternoon shift the following day, and you can clock in 2 hours later than normal.

Along with the above, both the Indoor and Outdoor Camp Hands will also be in charge of detailing our guest cabins when our guests depart at the conclusion of their stay. This will involve cleaning the bathrooms, windows, vacuuming, changing bedding, laundry, etc; completely preparing the cabin(s) for our next group's arrival.

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, and so on. *You may be asked to pursue these duties over your standard duties if necessary*.

The Outdoor Camp Hand may also 'cover' some of the basic Indoor Camp Hand's responsibilities, once a week, on that person's day off, integrating those responsibilities into his or her existing responsibilities.

This is a physical position, you must also be able to help load and unload supplies, heavy luggage, 50lb fish boxes and the like from the boat and trailer, and hiking up the mountain trail to clear water line intakes. 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:

Alaska Food Handlers Card: www.akfoodhandlerscard.com

TAP (Training for Alcohol Professionals) card preferred: www.alaskacharr.com/tap.html

First Aid and CPR cards are preferred: www.redcross.org.

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

Knee high rubber boots, rain gear (pants and jacket), leather work gloves. Waterproof watch.

You will be working in the rain some days doing dirty jobs, so bring gear you don't mind getting dirty or stained. Please request a copy of our Employee Equipment List for a list of other recommended items.

Outdoor Camp Hand Compensation:

Compensation for this position is about \$2,172 per month and is based on a 6 day work week 8 hours per day. This is a split shift position, with the morning shift typically starting at 7:00am and finishing at 11:15am, and the afternoon shift starting at 3:30pm and finishing at 7:30pm. 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	Total hrs/wk	
	4	4	8	6	48	
weekly income	\$	507.00				
monthly income	\$	2,172.86				

Summer income	\$ 4,345.71	2 months		
Tips (approximate)	\$ 50.00	/week		
end of term bonus	\$ 500.00			
Total:	\$ 5,245.71			
Comparable Job				
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			
\$/hr	\$17.68			

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
www.raspberryisland.com
Vacation@raspberryisland.com