

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**

Second Term: July 26-September 23

Primarily, this team member will be in charge of guiding any kayaking and/or hiking expeditions. Secondly, this position will act as a floater, filling in for either the Outdoor or Indoor Camp Hands on their days off. Some days during the week may include Half n Half days; a half day of guiding (for example, on the days our guests participate in a fly out bear view, they will return in the afternoon to go on a guided kayaking or hiking trip) and half day of other responsibilities. 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 the support and follow-through of those day's programs. The Kayaking and Hiking Guide's shift starts at 8:30am, helping fishing boats load and head out by 8:30am. Next, outfitting the day's kayakers or hikers for the day's events, with guests typically ready to depart on 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 4:30pm; 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 1:30 p.m. to 3:30 p.m, with guests and team members asked to depart the lodge at that time so our small family can have some quiet time in our home. Guides are expected to keep our equipment well maintained, clean, and ready for the next day's activities. The Kayaking/Hiking Guide's shift concludes at 4:30pm.

On 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.

As the Indoor Camp Hand, this position's primary responsibilities are housekeeping, kitchen support, and meal serving.

This is a split shift position. The morning shift starts at 6:15am and includes dishes (table setting and clearing, loading and unloading dishwasher as well as washing dishes in a sink), laundry, lodge and daily cabin cleaning (vacuuming, bed making, bathroom and toilet cleaning, window washing, dusting, etc), and concludes at 11:15am.

The Indoor Camp Hand's afternoon shift starts at 5:00pm and includes similar duties to the Indoor Camp Hand's morning shift; cleaning, serving, and preparing for the coming day. This shift concludes at 9:00pm.

Both shifts will include serving different dishes during meals, topping off ice waters, monitoring condiments and quantities, clearing dishes when guests are finished eating, dessert serving, and general dining room and meal flow.

As the Outdoor Camp Hand, this position's primary daily responsibilities include field lunch preparation, outdoor facility maintenance, and fish processing. 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. Around 8:00am the guests will arrive at the Fish House for help selecting lodge loaner gear, including rain gear, boots, and/or chest waders, to out fit for the day's activities. The Outdoor Camp Hand is asked to manage this process and tidy up the Fish House after the 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 crab, monitoring freezer temperatures and individual client's fish, labeling vacuum bags for the following day, etc, and concludes at 7:30pm.

On Half n Half days, the Guide/Floater will guide for a half day (specifically when guests participate in a bear view), and pursue other responsibilities for the other half of the day.

Reading and understanding the lodge calendar is required each night so the Guide/Floater understands in advance what position they will be filling and when their shift starts the following day.

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.

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 or www.firstaidweb.com

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 \$2,300 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 \$15.51 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 \$500).

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	\$	10.34	40	hours		
over time	\$	15.51	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	\$	537.68				
monthly income	\$	2,304.34				
Term total income	\$	4,608.69	2 months			
Tips (approximate)	\$	50.00	/week			
end of term bonus	\$	500.00				
Total:	\$	5,508.69				
Comparable Job						
weekly income	\$	537.68	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	\$18.44				

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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