

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 important constituent of the support system for Tiffany, Birch and the rest of our team.

Guide/Floater Position
1st Term: May 20- August 4, 2025
2nd Term: July 29-September 26, 2025

The Guide/Floater will have one of the most diverse set of responsibilities here on Raspberry Island. 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 Lunch Maker/Fish Processor or Housekeeper/Server 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, in the event we simply don't have any guided kayakers/hikers at the lodge a certain day or the Guide/Floater isn't Floating to cover an alternate position, the team member filling this position will be prepared and available for 'other duties as assigned,' as needed and lightly covered below.

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 7:00am, and includes:

- Overlooking the lodge calendar and knowing if you're guiding that day or not; and having a rough feel for the day's schedule and what guests are doing that day.
- Being available as guests enter the lodge and answering any questions, and/or getting a feel for what your kayakers/hikers would like to do that day, and creating a plan based on weather, tide, physical ability, etc.
- Helping with our small Lodge Gift Store, understanding what we sell, where sizes are, and accepting payment
- Just being generally available to guests before breakfast if they have any questions about the day or the property.

Have Breakfast! 7:30am-8:00am break.

- Fishing boats and bear views depart at 8:30am, ensure guests are aware and encourage any stragglers to meet at the fish house by that time.
- Educate any guests that waders, rain gear, boots, etc will be available at the fish house
- Head to fish house after 8:15am to meet guests and outfit them in waders etc, or be available for any general help at beach
- Help offload any supplies/groceries from bear view planes.
- Help fishing boats load and head out by 8:30am.

Prepare to meet your kayakers or hikers to depart on their day of activities at 9am. Ensure you receive the day's lunches, water, and any other items for the day. 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. This isn't a problem, just please remember the other team members aren't prepared to host guests in the middle of the day; so ensure guests are taken care of and comfortable upon returning home, with water, coffee, etc, and perhaps encourage a pm walk, property tour, or the like, after a rest. If the guests are hanging out in the lodge for some time, perhaps drop by to check on them in a couple of hours. Pursue other tasks until the Kayaking/Hiking Guide's shift concludes at 5:00pm.

On floater days, this position will cover/take over the responsibilities of the Lunch Maker/Fish Processor or Housekeeper/Server if either of these team members is enjoying their one day off per week. Please review those Job Descriptions as well to ensure you are comfortable with fulfilling those rolls one day per week.

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.

Other Duties as Assigned:

- Filleting fish with the boat captains at day's end. We need extra help here and will fit this in as a responsibility whenever you *aren't* Guiding or Floating. You may be asked

to work adjust here, example, you arrive back tot he lodge from a day of kayaking/ hiking at 3:00pm, and don't have anything on your list to accomplish for the remainder of the day. Please clock out, take a break, then prepare to clock back in at 5:00pm or thereabouts to help fillet fish and fill in the remaining 2 compensated hours for the day.

- Trail Maintenance; brushing and trimming your hiking trails!
- Kayak equipment maintenance.
- Client wader, boots, rain gear cleanliness, maintenance, repair, and organization in the fish house.
- Splitting firewood and stocking the banya with firewood.
- Outdoor Window Washing
- Turnover Days: Guide/Floater may be asked to help detail our cabins on days our guests depart IF you don't have scheduled kayaking/hiking trips that 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.

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.

The above is a generalization of the Guide/Floater's responsibilities, but 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

A fishing license is required to go fishing. You can purchase day licenses online upon arriving at the lodge if an opportunity presents itself and you'd like to go.

Guide/Floater Compensation:

Base Compensation for this position is about \$3,500 per month and is based on a 6 day work week, 9.5 hours per day, or 8 hours/day when floating as Lunch Maker/Fish Processor or Housekeeper, 1 day per week for each. 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 complete your tasks within the timeframe allocated, and 'clock out' early, ***you will still be paid for the promised number of hours of work.*** If you work more than the promised hours per day, you will be paid \$19.50/hr overtime. 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. Guide/Floater is offered a bed in our shared co-ed team cabin duplex, with bathroom and laundry room.

Meals: Lodge breakfast and dinner meals are included, and will parallel the meals we offer our guests. Unfortunately we don't have a team dining area; and lodge team often find ourselves dining in a quiet area by ourselves or adjacent to the kitchen. Team are asked to prepare their own lunches, from whatever leftovers or sandwich options are available. PLEASE clean up after yourself and don't create more work for other members of the team. Note: on Guide/Floater's Guide days, he/she will have a sack lunch prepared for him/her by the Lunch Maker/Fish Processor along with the guests' sack lunches that morning.

Tipping: Guests may choose to tip the lodge, or tip team members individually. Each team member receives an equal portion of lodge tips, and 100% of any tip/gratuity given directly to that person. Birch and Tiffany do not participate in the lodge tip pool.

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 your room/living area is left a mess or our belongings damaged. Further, tardiness is unacceptable in this position. 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.

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.

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.

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.

Time Off:

A few things that are regularly enjoyed on Raspberry Island:

- Go for a walk! Up the mountain, along the beaches, go explore! Our guests travel here from near and far to do just this!
- Go kayaking! Grab a kayak and drift with the tide or dig in; you may find some of our guests also out kayaking!
- Take a nap! We work hard here and a rest can be luxurious!
- Relax on one of the beaches or in a Sitka Spruce Forest, read a book, paint, draw, exercise, do some yoga, breathe!
- Our White Lab Sadie Sioux, and our Berniedoodle Rambo are always ready for love. Throw a stick for Sadie or just give old Rambo some attention, they’re always looking for a buddy.
- If it’s rainy or you just don’t feel like going outside; watch a movie, play a game, come up with your own activity. Sometimes down days can be ideal.
- Make a friend! Our team is small and we hope for a good team relationship; there are a number of games etc in the lodge, get a game of Catan going!
- We own two jet skis; if you prefer horsepower over human power, go ride! Explore, fish, or just play!
- Ultimately, do your best to separate from ‘work.’ Recharge, and don’t forget to smell the roses. This is a beautiful place, whether you’re fully immersed outside, or inside looking out!

Our days off are precious; we hope for good weather and the energy to go out and enjoy this area we call home! It is, after all, what our guests are paying us to do! We invite our team to utilize all of our above ‘time off’ ideas, in addition to also going fishing on the lodge boats, or even participating in a fly out bear view. Please understand that these options can only be offered on an availability basis; the boats can only take up to 6 passengers, and the planes are limited as well, you can look at the Lodge Calendar to see if there may be an option to do either on your day off! Let us know in advance if you’d like to go and we’ll do our best to make it happen.

We are a non-smoking property, including our boats. This policy applies to smoking, vaping, and cannabis use. If you wish to smoke or vape, please do so off the property. We make the same request of our guests.

Marijuana use is legal in Alaska, and alcohol consumption is permitted for those 21 and older. Casual, responsible consumption in the evening while working is allowed, as long as it does not impact professionalism, productivity, or safety.

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.

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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