

Naturalist Tour Guide Recruiting Package

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What is it like to be a Guide?

It sounds like the best job in the world, right? Spending your days outdoors, hiking through stunning scenery, meeting interesting people from around the globe. We have the best guides in the business, and we try to make it all look effortless and fun.

So, is it really the best job in the world? We think so – but it's not for everyone. Like any job, it comes with its own set of stresses and joys. We hope this might give you some insight as to whether these are the right stresses and joys for you.

The days at Evergreen Escapes are long but rewarding. We are typically “on” for 12 to 14 hours a day. There are breaks in the action, but guides must calmly work hard all day with an audience, problem-solve on the fly, and have enough energy to keep the group engaged throughout the day. The pace of the day can seem like a magic trick to the guests. As the guide you have to keep everyone on schedule and herd your group throughout the day without making it feel rushed or too structured.

It follows that you probably won't get in a good workout every day. Some groups walk much slower than others, but you will occasionally get an active group who wants to get in as many miles as possible. You are a part of the group, yet apart from the group. It's their vacation, not yours, which means you can't always say what you think or can't always kick back with everyone else because you have tasks to do.



You will meet some great, fun-loving people who are having an absolute blast! They might surprise you – and themselves – by cutting loose, powering up an incline, or putting in a higher number of miles than they expected. Their triumphant smiles are priceless. You will find something to celebrate in each guest. Sometimes this takes no effort, sometimes a ton. And sometimes you will discover a kindred spirit who you will stay in touch with forever.

At Evergreen Escapes and the Adventure Hub, storytelling is the method with which we connect our guests to our region. The story begins with the Escape Artist: How did you end up as a guide for Evergreen Escapes? What makes you passionate about your role with Evergreen Escapes? What is the story of our region? However, the whole adventure is part of the Cascadian story and each component of your tour or program connects to this narrative.

Thanks for checking us out. I hope to continue the conversation and learn what kind of adventures you're looking for!



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Naturalist Tour Guide Job Description

Although it is preferred, you do **not** need to have all these skills or qualifications in order to apply. If there are any missing, we expect that you will be eager to bridge the gap if you are hired.

Position

Naturalist Tour Guide in Seattle, WA, with Evergreen Escapes for small, luxury nature adventures and urban tours in the Pacific Northwest region.



General Info

Evergreen Escapes guides lead small (generally 10 guests or fewer) public and private nature adventures that depart from Seattle, WA. Evergreen Escapes is seeking guides for the 2026 peak season with the possibility of long-term positions for the right candidates. We operate tours year-round; tour volume is highest May through October, during which time we need Full-Time Hourly and Part-Time Hourly guides to join our team.



Duties

1. Able to work without supervision
 - Demonstrates solid teamwork
 - Clearly communicates any problems, troubleshoots, and enacts solutions
2. Promotes safety on all aspects of the tour
 - Drives smoothly and incredibly safely
 - Safety talk conducted before leading each hike
 - Passes driving test with GM or Ops Manager
3. Facilitates a worry-free experience for guests
 - Sets expectations at the beginning of the tour and keeps communication open
 - Responsive to and anticipates guests' needs, while striving to exceed expectations
4. Set up and clean up lunches
 - Setting up lunch in a presentable manner
 - Presenting the lunch to guests and making sure any dietary restrictions are communicated
5. Interpretation for guests
 - Research areas, parks, and notable sites
 - Share area info in a manner that works for the guests
6. Completes tour administration tasks in a timely manner
 - Completes daily post-trip paperwork
 - Keeping all certifications up to date
 - Suggests improvements or updates to tours and processes



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Skills and Qualifications

Required

1. 21 years of age or older (required for our insurance)
2. Resident of the greater Seattle area or willingness and ability to relocate by May (a must).
3. Experience in environmental, outdoor, and/or adventure education (semi-confident naturalists required).
4. Responsible, independent, creative-thinking, self-starting, charismatic individual.
5. Able to provide 5-star guest service for individuals from various backgrounds, beliefs, and cultures.
6. Clean driving record.
7. Comfortable driving 15-passenger vans, crossovers, or SUVs in all conditions (city streets under heavy traffic through winter mountain roads requiring chains to be installed/removed).
8. Valid Wilderness First Responder or Wilderness First Aid Certification
9. Valid Washington State Food Handler's Permit (within 30 days of hiring)
10. Ability to pass a DOT medical examiner's certificate (physical) and an internal driving exam
11. Ability to lift 40 lbs./18 kg.

12. Pass a Washington State Patrol background check.
13. Exemplary customer service with guests, fellow guides, and other tour partners
14. Passionate about the outdoors
15. Prioritizes safety
16. Miscellaneous: Owns a cell phone

Desired

1. 4-year degree or higher
2. Experience in Leadership development, team building, and/or group facilitation
3. Minimum 1 year experience as an educator and/or interpretive guide
4. Knowledge of naturalist specialties which may include: anthropology, birding, botany, geology, glaciology, volcanology, or similar.
5. Pertinent adventure certifications, including: Certified Interpretive Guide, Leave No Trace, Avalanche Level 1, or similar.
6. Multilingual.
7. Innate desire to be a more kind, more curious, and more-frequently outdoors human being.



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Compensation & Expenses

Our base pay is \$21.30/hour with opportunities for advancement and raises. As a first-year guide you can expect to make approximately \$275 per trip, plus tips. All guides are paid hourly – this is just an average based on a typical 13-hour day.

We offer higher starting salaries to those with relevant guiding experience and specific certifications. Compensation will increase as guides learn and become proficient in leading multiple itineraries with our company and for those who return in subsequent seasons. Finally, we offer an employee bonus program for those who achieve certain milestones.

Tour expenses will be paid via a company credit card provided to the guide at the beginning of each tour day.

Benefits & Perks

1. Paid Sick & Safe Time (Washington PSST)
2. Holiday Pay
3. Continuing Education Opportunities
4. Flexible Work Schedule
5. Employee discounts with sister organizations
6. Friends & Family Discounts
7. Industry Professional Deals

Schedule

We offer Full-time and Part-Time naturalist guide positions.

Full-time guides will lead up to 3 trips per week. Part time guides will lead around 2-8 tours per month.

The schedule will vary week to week as tour demand changes throughout the season. Guides will be expected to work weekends and holidays during the peak season, however, we do our best to give everyone one weekend off each month, depending upon availability and business demands

We expect new team members to commit during the entire peak season and not take any extended vacations from May-October.





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Hiring & Training Timeline

Applications will be accepted on a rolling basis between January and March, or until all positions have been filled.

Qualified candidates will be invited to an initial interview with a member of our team.

One of the best ways to learn the style and expectations of this role is to come out and see it for yourself. Final candidates will be requested to shadow a complimentary tour with our team as our guest. This offers you the opportunity to see if this position will be a good fit for you and a chance for our team to get to know you even more. You will not be expected to work or hold any responsibilities during this experience.

Newly hired guides will be required to attend our team trainings on all the following dates:

1. **Onboarding Week:** April 27 – May 1, 2026
2. **Field Training:** May 18 – May 20, 2026

In addition to our internal training days, each new guide will be expected to shadow a variety of tours before they begin leading their own trips. Most guides will shadow between 3-5 tours in total.

How to Apply:

Please review the requirements and expectations above. You will want to reflect on the job description and address why you think this job is a good fit for you. Send your resume and a cover letter to:
guiding@theadventurehub.travel



A few more good things to know:

1. **Car:** We recommend that people have their own motor vehicle. Due to the early mornings and late returns, we think it works best for applicants to have a car once they become employees.
2. **Age:** All guides must be at least 21 years old to work for our team. This requirement is set by our insurance company to allow you to drive our company vehicles and is non-negotiable.
3. **Hours:** This is a hospitality position that will require you to be “on” with your guests for 10-12 hours at a time. This type of work is not for everyone, but can be incredibly rewarding for those who thrive by connecting with others and being in the outdoors.

***Thanks for your interest.
We look forward to meeting you!***