



Lead Guide

MOUNT ST. HELENS INSTITUTE

Position:	Lead Guide Part Time Seasonal
Compensation:	\$21.38/hour for first year; step increases for returning guides; Eligible for SIMPLE IRA retirement plan with a 3% employer match.
Term of Employment	May 30, 2024 – September 15, 2024, flexible to October 20, 2024. Hourly; part-time; non-exempt; temporary; seasonal.
Application Closing Date:	April 1st, 2024

SUMMARY:

The Mount St. Helens Institute (MSHI) seeks Lead Guides for the 2024 Summer season. Lead Guides are skilled, experienced and enthusiastic leaders who guide groups of diverse international participants and support staff on safe, exciting and informative hikes and non-technical climbs on Mount St. Helens. A Lead Guide may be supported by an Assistant Guide and/or certified Volunteer Mountain Stewards and scientists, depending on the program. This guide team will actively collaborate to highlight the natural and historical wonders of the American Pacific Northwest, the Gifford Pinchot National Forest and Mount St. Helens National Volcanic Monument throughout each adventure.

We seek qualified mountaineers with demonstrated personal experience who can safely lead 7 to 10 mile guided adventures around an active volcano and a vibrant National Forest in all weather conditions at elevations ranging from 2,600ft (792m) to 8,365ft (2,550m). Lead Guides will be trained in MSHI policies, scientific and historical interpretation, route navigation, emergency response, risk management, radio communication, equity, diversity and inclusion. Through the team's training and technical expertise, MSHI compassionately encourages participants to gain confidence in the outdoors while also providing natural history and scientific interpretation of the landscape. Routes and programs include: Mount St. Helens Rim (summit), Glacier Overlook Hike, Into the Crater Hike and various other outdoor seminars and hikes throughout the Monument. Guides can expect remote and in-person training in June and programs that run from June through September. Guides can expect to work Saturday and/or Sunday (with some Fridays and other weekdays) throughout the Summer with additional work possible as private trips are requested. The Lead Guide will work under the supervision of the Outdoor Programs Manager, and will work collaboratively with other MSHI guide staff and volunteers throughout the season. See guided adventure descriptions at <https://www.mshinstitute.org/explore/guided-adventures/>.

DUTIES AND RESPONSIBILITIES:

- Provide strong outdoor leadership for the guide team including Assistant Guides and Volunteers
- Actively build team dynamics and encourage healthy and safe decisions among guide team and participants during climbs/hikes
- Respond to emergency situations, major or minor injury, and concerns in a thoughtful and safe manner
- Provide quality and compassionate participant care on each trip
- Follow and enforce MSHI's risk management, health and safety protocols
- Mentor Assistant Guides as they develop their guiding skills
- Coordinate and support Assistant Guides and volunteer guides (Mountain Stewards) during trips
- Deliver educational lessons on basic mountaineering and hiking, natural and human history
- Prepare required paperwork and supplies before each adventure
- Complete required reporting and record keeping following each adventure

QUALIFICATIONS:

- Demonstrated lead experience in mountain climbing and backpacking, to include proficiency in the use of traction devices, ice axes and trekking poles
- 1+ year safely leading participants in variable conditions
- Current **Wilderness First Responder and CPR** (must be current through September 2024)
- Demonstrated experience providing medical care during an emergency
- Ability to manage, work with, and help develop assistants and volunteers
- Excellent group management, communication and organizational skills
- Knowledge of Leave No Trace practices and environmental impact awareness
- Enthusiasm for Mount St. Helens and the mission of the Mount St. Helens Institute
- Working knowledge of the natural and human history of Mount St. Helens and the surrounding area, or willingness to learn
- Ability to commit to at least 20 days between June and September
- Have a valid driver's license
- Have a reliable personal vehicle

ABILITIES: Guides must be in excellent physical condition and be able to lead groups up the steep, rugged terrain of Mount St. Helens (elevation 8,365ft, or 2,550m, over 10 miles round trip) in all weather conditions while carrying a 30lb to 40lb (14kg to 18kg) backpack. Adventures typically range 6 - 12 hours or more in duration. Regular driving for up to 4 hours is common between the guide's origin, MSHI headquarters (in Amboy, WA) and the trailhead.

WORKING HOURS: This is a part-time position with mandatory paid trainings. The typical schedule will be one to three ~12 hour days per week, typically on a weekend. Days can vary in length depending on circumstance. Guides will be required to travel throughout the Gifford Pinchot National Forest including overnight travel (camping). The schedule will vary based on program dates; the schedule will be announced at minimum two weeks in advance. Most trips are on the weekends, though some weekday work may be required.

WORKING ENVIRONMENT: Lead Guide must be comfortable outdoors, in nature, for extended periods of time in various weather conditions; and willing to camp (sleep) at MSHI's remote and rustic field camp on the south and east side of Mount St. Helens when scheduled for multi-day assignments. Non-flush toilet facilities and handwashing stations are available. Shower facilities are not available. Cell phone service is very limited. MSHI shall provide radio communications.

LOCATION: The MSHI main office is in Amboy, WA. Climbs and programs will occur from Marble Mountain Sno-park, Climber's Bivouac, from Hwy 504, Windy Ridge Viewpoint as well as other areas around Mount St. Helens National Volcanic Monument. Guides may have access to an MSHI vehicle. If a MSHI vehicle is not available, guides must drive personal vehicles to program locations and will be reimbursed for mileage.

BACKGROUND INVESTIGATION: MSHI shall conduct a background investigation prior to making a conditional offer of employment or re-hire. All offers of employment are contingent upon a satisfactory background investigation. The background investigation may include, but is not limited to the following, as permitted by law: social security verification (social security number, date of birth, former addresses); prior employment verification; personal and professional references; education verification; motor vehicle records; and criminal history. The following factors will be considered for applicants with a criminal history: nature of the crime and its relationship to the position; time since the conviction; number (if more than one) of convictions; whether hiring, transferring or promoting the applicant would pose an unreasonable risk to the organization, its employees, volunteers, partners and program participants.

ABOUT US: The [Mount St. Helens Institute](#) advances understanding and stewardship of the Earth through science, education and exploration of volcanic landscapes. We are united in our common passion for Mount St. Helens and connecting folks of all backgrounds with science, the outdoors and each other. We value diverse perspectives, good challenges, adventure, fun, partnership and community. MSHI is the official nonprofit partner of Mount St. Helens National Volcanic Monument. As such, we work closely with Monument staff and operate under a US Forest Service special use permit.

MSHI fundamentally believes that its employees are a valuable source of ideas for improving operations and making the workplace more interesting and attractive. We ensure that all employees work in a positive, supportive, empowering environment free of discrimination. All candidates applying for this position will be reviewed without regard to race, color, creed, religion, sex, age, national origin, veteran or marital status, sexual orientation or physical ability. We are an equal opportunity employer and provider. For more information on our commitment, please review the MSHI's [Equity, Diversity and Inclusion Statement](#).

TO APPLY:

Email the following items to apply@mshinstitute.org before April 1, 2024, 11:59PM Pacific.

- Subject Line: **"Last Name, First Name - Lead Guide"**
 - *If you would like to apply for other MSHI positions, please send separate emails with application materials and include the job title in the subject line. One email application per job title sent to apply@mshinstitute.org.*
- Cover Letter (name the file as follows **"Last Name, First Name - Cover Letter"**)
- Resume (name the file as follows **"Last Name, First Name - Resume"**)

Please email with questions.