



SUMMER LEAD GUIDE

Overall Responsibilities: Lead, grow, and support the development of JHMG's Teton Summer Guide Program. Lead and model JHMG daily field operations and advise Executive Guide/Branch Manager to ensure that clients have a world-class experience and a safe return. The lead guide will make sure our risk management plan is being executed at a high level. The position will be a liaison for the guide staff, foster a positive culture, and bring concerns to the administrative team.

Qualifications

- Possess experience in a variety of terrain and have the skills and temperament to train and support guides as per the vision of JHMG and the administration team.
- AMGA Advanced Rock and Alpine Preferred
- Minimum of 8 weeks of availability between June 15-September 15
- Excellent communication skills

Responsibilities

- Work with Branch Manager to evaluate and improve current risk management practices and implement into operations.
- Meet with Branch Manager prior to operating season
- Manage any and all relevant equipment inventory and be sure that it is in good working condition.
- Communicate with Branch Manager regarding necessary client and guide support.
- Ensure high camp operates effectively in all aspects of its operation.
- Report on guides meetings and operation.
- Be very familiar with Guides Manual, Admin Brief, and GTNP RMP and EMP.
- Log high camp Inspection Checklist
- Work with Branch Manager to lead guide's meetings and training.
- Act as liaisons between guides and administration
- Communicate with the Executive Guide and Branch Manager regarding performance of guides and guide scheduling.
- Assist in reviewing, documenting and establishing acceptable JHMG guiding techniques for classes, rock and alpine guiding in the Tetons as well as all areas of operation.
- Perform ongoing and annual reviews with all summer guides with assistance from the Branch Manager and Executive Guide as needed.
- Supervise and mentor all other guides.
- Address any performance issues or staff concerns with Branch Manager.
- Support TMG mission and values through example and intervention.
- Ensure smooth operations through proactive communication.
- Make sure that JHMG is a safe and productive workplace.



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- Review and address any issues w/ post trip reports with Lead Guide and Branch Manager.
- Review schedules and communicate if ratios change
- Other duties as they arise or are delegated.

Compensation

As stated above, the position of Summer Lead Guide is considered part time from June 15 - September 15. Dedicated hours will be determined by management at the beginning of each operating season and based on need.

- Pay of \$26 / hour for Administrative Work.
- +50 / day on GT rotation incentive pay for Guide Work or trips involving several guides
- \$350/ day for full day guide trainings
- \$150 for hosting guides meeting
- Annual performance review. Reviews will be conducted at the end of the season.

Along with the above duties, you will be expected to adhere to the JHMG Drug and Alcohol Policy and conduct yourself in a professional and courteous manner consistent with JHMG's reputation and brand. This job is considered "at will" employment and can be terminated at any time.