



Incredible Adventures

Position Details: We are hiring guides! Incredible Adventures is looking for reliable, safety-driven, organized individuals with a desire for adventure. Guides should have a customer-service oriented disposition, a fun and outgoing attitude, and enjoy interacting with people from all over the country and the world. Experience is a plus, but not required. Safe driving skills are a must. Those interested must be able to attend our on-the-road training in San Francisco beginning in April 2018. While our goal is to hire people who are able to work year round, we will consider a certain amount of seasonal guides. We require our seasonal guides to commit to working for IA through October 27, 2018. High-performing leaders may have the opportunity to move into roles on our office team or work through the winter.



(Half Dome, Yosemite National Park)



(Pacific Coast Highway, PCH, HWY1, Big Sur)

Basic Requirements:

- A desire and ability to share your passion for the destinations we visit with each of our guests;
- be 23 years of age or older;
- have, or be able to obtain, a California class B commercial license with passenger endorsements (we will train the right candidate);
- be a safe, courteous driver;
- have a 'clean' short form DMV record (this goes back at least three years; 10 if you already possess or have possessed a commercial license - Form H6 from the DMV);
- have a great personality, like working closely with people from all backgrounds and have the ability to drive long distances in a day;
- have a smile and patience;
- have the ability to act professionally at all times, especially under pressure;
- attend our guide training in San Francisco beginning **April 2018**, and, if seasonal, work through Oct. 27, 2018. Winter work may be possible for the right candidate.



(Golden Gate Bridge, San Francisco)



(Muir Woods National Monument)

Abbreviated Job Responsibilities: Guides will pick-up and drop-off passengers at San Francisco hotels, provide informational narrative during the entire trip, work with the marketing team to promote our tours, collect payment and communicate with the office as necessary.

Compensation: Wages are per trip, with half day wages starting at \$90 and full day wages ranging up to \$265 per day, plus tips. Wages for overnight, multi-day tours are per trip and range from \$275-\$525, plus tips. Our experienced guides can bring home more than \$400 a day, including tips. Unlike many other companies in the industry, we offer a comprehensive commercial driver's license training program.

- Seasonal performance and safety bonuses available.
- Guides in good standing are invited to attend our IA End of Year Party at the end of October. Last year, the entire IA team took a party bus to a winery and celebrated a successful season in California's Capital City, Sacramento!
- Current holders of CDL class B licenses with passenger endorsement of more than 16 passengers may qualify for signing bonuses!

Minimum Qualifications *(Please note, due to high volume of responses, candidates who do not meet the minimum requirements will be rejected):*

- At least 23 years of age
- A clean driving record
- Great communication skills
- High energy and excellent people skills
- Have (or be willing to obtain) a California Class B Commercial Driver's license (will train the right candidate)
- Must be a safe, courteous driver and be able to pass IA's driver's training program, which includes the Smith System drivers training.
- Ability to pass drug test
- Ability to obtain First Aid/CPR certificate
- Must be available to work weekends and holidays

****Note:** *If asked to interview, applicants will be asked to provide a short form of their DMV record (last 3 years) which is available online for \$2 (CA) or at your local DMV. A 10 year DMV record is required if you already possess or have possessed a commercial license - Form H6 from the DMV*