



Cultivating wonder & belonging in the natural world.

Full-time Backpacking Guide

Overview: [Wild Society](#) is a wilderness education nonprofit based in Kitsap County, WA. Our mission is to cultivate wonder and belonging in the natural world. Wild Society runs a variety of programs including: youth backpacking camps, adult camping & backpacking trips, and trips with our partner programs, other local nonprofits and community organizations. Our [community of guides](#) is made up of a variety of ages, professional and personal backgrounds, and skill sets.

Full-time guides are responsible for guiding and teaching our youth backpacking camps for 12-18 year olds in the Olympic Mountains. Our curriculum is built around natural history, basic backpacking skills, and wilderness awareness, taught within a culture of gratitude and respect. Guides must share these values and should have their own strong relationship with the backcountry. All trips have two guides and up to 10 participants. Wild Society programs follow a daily structure that incorporates reflection, direct instruction, and exploration. Guides engage participants throughout the day to encourage deeper understanding of and connection to the natural world.

Guide Responsibilities:

- Guide campers ages 12-18 on 4-7 day backcountry backpacking trips in the Olympic Mountains, departing from Kingston, WA.
- Collaborate with a co-guide on all aspects of the trip.
- Teach Wild Society curriculum including: daily structure, basic backpacking skills, leadership, Leave No Trace, natural history, and wilderness awareness skills.
- Maintain an environment of safety through adherence to Wild Society policies, as well as maintaining a general attitude of safety and risk prevention.
- Leading and teaching in culturally responsive ways to a diverse client base.
- Participate in pre- and post-trip preparation including, but not limited to, gear and food packing, camper information review, de-issuing gear, and post trip reporting.
- Adhere to all National Park and National Forest regulations.

Required Qualifications:

- Experience with backcountry trips.
- 21+ by the start of the season.
- Valid driver's license.
- Ability to pass a comprehensive background check.
- Strong sense of personal relationship with the natural world.
- Experience working with youth 12-18 years old.
- Hold a valid Wilderness First Responder certification prior to start date.
- Drive to help the organization continually reexamine practices to center ourselves around justice, equity, diversity and inclusion.

Desired Experience:

- Knowledge of the Olympic Peninsula.
- Ability to observe and communicate phenomena of the natural world.
- Can provide narratives of indigenous world view.
- Are familiar with at least some elements of multiple disciplines such as botany and ethnobotany, ecology, geology, ornithology and mammalogy, hydrology, meteorology, and astronomy to weave stories illuminating the inter-relatedness of the natural world and our place within it.

Schedule:

- For the youth backpacking trips, summer season runs June 25-August 22, 2025.
- There is a mandatory paid staff training on May 24-25, 2025.
- Schedule is generally one trip on, one trip off.
- Full time guides are scheduled for 4 or 5 trips youth trips, plus prep days.
- Opportunities for additional work, both guiding other programming and logistics, is available.

Compensation:

- \$24/hour for frontcountry work, \$200/day in the field.
- Full time, variable hours and schedule.
- WFR course reimbursement; 50% for initial certification or full cost of recertification.
- If needed, we can assist guides in finding low cost housing.

We are looking for people who have a tremendous passion for the outdoors, experience working with youth, are comfortable teaching our core curriculum, and believe in our mission as much as we do. We are an equal opportunity employer. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. We encourage candidates of all backgrounds to apply, even if you may not meet all of the listed qualifications.

To Apply: Please fill out an application at <https://wildsociety.campbrainstaff.com/> and upload a resume and a personal statement expressing your guiding experience, personal connection to the natural world, and teaching philosophy.

Hiring Timelines: Priority deadline for applications is March 7, 2025, with interviews starting the week after. Open until filled.

Questions? Contact Kieva Myers, Executive Director: kieva@wildsociety.org or (360) 347-6134.