



Sea Kayak Field Internship

Environmental Traveling Companions

Description of Organization

ETC is a non-profit that provides outdoor adventure and environmental education experiences for people of all abilities. ETC conducts Sea Kayak & Whitewater Rafting trips for youth and adults from under-resourced backgrounds and people with disabilities as well as extended Youth Leadership Programs for youth from historically marginalized communities.

Position Description

The Field Intern role is a seasonal 3- to 6-month position. The Field Intern will be trained as an adaptive sea kayak guide on single day to multi-day sea kayak trips on San Francisco Bay and Tomales Bay for people with disabilities and youth from under-resourced backgrounds. The Field Intern may also assist the Sea Kayak Program Manager with administrative projects as needed. The Field Intern works closely with the Sea Kayak Program Manager, Sea Kayak Program Associate Sea Kayak Field Coordinator, 1-2 other seasonal Field Interns, and ETC's volunteer Trip Leaders and Guides.

Duties & Responsibilities

- Seek to provide meaningful outdoor experiences for ETC participants.
- Work within a team of guides to ensure trips are operated in a safe manner.
- Paddle in a double or triple kayak with ETC participants. After successful completion of the check out process, interns can paddle in a single kayak.
- Aid with trip logistics including but not limited to: food buys and preparations, equipment preparation and maintenance, and cleaning/organizing storage facilities and overnight locations.
- Facilitate activities focused on teamwork and group development, kayak skills instruction and navigation, and environmental education including human and natural history of San Francisco and Tomales Bay.
- Occasionally assist with administrative tasks including trip preparation/follow-up and communication with agencies, participants, and volunteers.
- With the help of the Program Manager, develop and carry out an Intern Project to help improve the Sea Kayak Program.

Minimum Qualifications

- Enthusiasm for sharing the outdoors with people of all abilities and backgrounds
- Strong organizational and communication skills
- Experience with environmental education or leading outdoor trips preferred
- Experience working with youth or special needs programs preferred
- Current CPR and First Aid Certifications are required (Wilderness First Aid or Wilderness First Responder are preferred)
- Reliable transportation to Sausalito, CA and Inverness, CA

Training

**Preferred candidates will be those who can attend all training dates*

Sea Kayak Guide School (in-person, on-water training):

- Weekend Sessions
 - Tomales Bay: Friday- Sunday, April 10-12, 2026 (3 days and 2 nights)
 - Sausalito: Saturday-Sunday, April 25-26, 2026 (2 days and 1 night)
- Evening Sessions
 - Orientation: Wednesday, April 1st, 2026 from 7:00pm to 9:00pm (*in person meeting required*)
 - Topic TBD: April 8th, 2026 from 7:00pm to 9:00pm (*in person meeting encouraged, virtual meeting optional*)
 - Topic TBD: April 22nd, 2026 from 7:00pm to 9:00pm (*in person meeting encouraged, virtual meeting optional*)

ETC's Inclusion Training

- Saturday & Sunday, May 16-17, 2026

As well as individual training from Sea Kayak Program Manager & ongoing skills development throughout employment!

Term & Commitment

- April through August (flexible start-end dates as long as the candidate can attend the above training sessions).
- Field Intern works 12 days per month, scheduled at the per view of the Sea Kayak Program Manager. Interns will be asked to work on weekdays, weekends, and overnight trips. We can work with you to accommodate your schedule and availability around existing program trips.

Compensation

- Monthly stipend of \$1,020 if intern meets the 12-day per month schedule (Daily rate of \$85/day if not)
- \$35/trip gas stipend (for Tomales trips only)
- The chance to become a Trip Leader and receive additional compensation
- Use of ETC Sea Kayak equipment for personal use (subject to ETC boat use policy)
- Access to ETC's pro purchase programs with various outdoor equipment manufacturers

Reports To: Sea Kayak Program Manager

Academic Credit

This internship may be used for academic credit pending approval from academic institution.

Equal Opportunity Employer

Environmental Traveling Companions (ETC) is always seeking dedicated and talented people to join our community. As an Equal Opportunity Employer, ETC encourages applicants from all backgrounds and experiences, especially individuals from historically underrepresented communities in outdoor recreation. We strongly encourage people of color and LGBTQIA+ applicants to apply.

Pursuant to the California Fair Chance Act and the San Francisco Fair Chance Ordinance, ETC will consider for employment all qualified applicants, including those with arrest or conviction records. You do not need to disclose your criminal history or participate in a background check until after a conditional job offer has been made.

To Apply: Submit completed application (downloadable from [this link](#)), and resume with references via email to kayak@etctrips.org with the subject "Sea Kayak Internship Application."