



River Program Trip Leader

Environmental Traveling Companions

Description of Organization

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

Position Description

The River Program Trip Leader is responsible for leading one to three day whitewater rafting trips on a class III river for people with disabilities and underserved youth. The Trip Leader is responsible for pre-trip planning including contacting agency leaders, reading a trip packet to become familiar with group goals and trip logistics, and formulating an overall trip plan that accomplishes each group's unique objectives. The Trip Leader will lead a team of Guides to effectively execute each trip, is responsible for overall trip safety, and will manage all aspects of trip logistics. The Trip Leader will guide rafts in Class III whitewater and will also be asked to train and mentor new Guides. This may include leading training trips, riding in a boat with an Assistant Guide, or conducting checkout runs. This is a residential position at the ETC River Camp in Lotus, California.

Key responsibilities

- Act as a Trip Leader (Head Guide) on one to three day whitewater rafting trips for diverse groups of participants
- Guide rafts in class III whitewater
- Trip preparation including contacting agency staff, review of pre-trip paperwork, and creating an overall trip plan
- Complete post trip evaluation and complete any necessary trip follow up including meetings with program management and incident reporting
- Facilitate activities focusing on group development, environmental education, human and natural history, and whitewater rafting instruction
- Support trip logistics including food purchasing, food preparation and equipment preparation and maintenance
- Care and maintenance of the ETC River Camp through weekly chores and other assigned tasks
- Drive company vehicles and comply with Environmental Traveling Companions Driver's Policies
- Other duties as assigned

Qualifications

- Enthusiasm for sharing the outdoors with people of all abilities and backgrounds
- 2+ years guiding Class III/IV rivers, experience working in a Head Guide role strongly preferred
- Experience guiding paddle rafts required, experience guiding oar rafts preferred
- Strong communication and leadership skills
- Experience working with people with disabilities and/or youth from underserved communities preferred
- Experience with environmental education or outdoor leadership preferred

- Experience operating large vehicles and pulling trailers preferred
- Swiftwater rescue training
- Current CPR and First Aid Certifications (WFA or WFR are preferred)-can be obtained after application and acceptance

Position Details

Term

- Start Date: June 1, 2026
- End Date: August 31, 2026
- Possibility for per diem employment in May and September

Commitment:

22 or 23 days per month, with 8 days off scheduled no later than the first day of the month

Reports to: River Program Manager

Compensation:

- \$130-\$135/Day based on experience
- Tent platform living space and partial board

Criminal Background Check: Employment with ETC is contingent upon a criminal background check

Work & Living Location: River Program staff live on covered, open-air platforms at the ETC River Camp in Lotus, California

Application Closing Date: Open until filled

How to apply

Submit cover letter and resume with three references via email to riverprogram@etctrips.org with the subject "River Program Trip Leader."

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.