



River Program Operations Manager

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, 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 Operations Manager is responsible for the day-to-day management of the ETC River Camp. The Operations Manager also assists with overseeing the live-in staff, leads on-river training, provides staff and volunteers with regular performance feedback. The Operations Manager is jointly responsible for program risk management: Ensuring that all safety procedures are followed, overseeing check out runs for new Guides, and responding to incidents that arise. The Operations Manager will also Guide and Trip Lead whitewater rafting trips for diverse groups of participants. This is a residential position at the ETC River Camp in Lotus, California.

Key responsibilities

- Act as a Trip Leader on one to three day whitewater rafting trips for diverse groups of participants
- Assess skills of trainee and Assistant Guides by conducting check-out runs
- Guide rafts in class III whitewater
- Supervise Trip Leader and Live-In guides
- 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.
- 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
- At least 1 season guiding rafts on Class III rivers
- Experience guiding paddle rafts required, experience guiding oar rafts preferred
- Strong communication and leadership skills
- 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: May 1, 2026
- End Date: September 30, 2026
- Possibility for per diem employment in April and October

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:

- Salary range of \$140-\$160, 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 Operations Manager"

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.