



MULTI PITCH ROCK CLIMBING INSTRUCTOR / GUIDE

Position Description

Acadia Mountain Guides, Inc. is seeking a multi-pitch Rock Climbing Instructor / Rock Guide for the summer season. We seek highly motivated expert climbers who are passionate about rock climbing and trip leading and who are attentive to detail, thirsty for knowledge and willing to a full schedule. In return, you will take home many new skills and experiences.

Most of our instructors and guides begin their first year of employment as interns. However, for the already experienced climbing individual we do accept applications directly into Single Pitch Instructor and Multi Pitch Guide positions. We seek people with a career focus in climbing and mountaineering instruction and guiding and who are looking to make at least a 2 year seasonal commitment to AMG. Many of our employees become certified rock guides, IFMGA/AMGA full mountain guides, and/or accomplished outdoor leaders in other disciplines.

We highly suggest that before applying for a position you listen to a couple of the following conversations on the Starlight and Storm podcast run by lead guide Dick Chasse:

[Conversation #1: The Interns](#)

[Conversation #2: The First Years](#)

[Conversation #8: Jon Tierney: ...](#)

[Conversation #3: Shannon Mayo](#)

Duration / Location: Positions are available starting as early as mid-April through late October with the primary season being mid-June through late September. For those new to Acadia Mountain Guides you will be expected to attend instructor development training in late May and early June and we would be looking for at least a 75 day commitment over the summer season. This position is based in Bar Harbor, ME and instructors may be occasionally expected to travel up to 30 - 50 miles to other local climbing areas. Travel beyond local areas, such as western Maine or NH is additionally compensated.

Most instructors are expected to start work by mid-June and to work through late August or into September. Options exist for shorter or longer season. Guiding in May and June is sporadic – expect 2 – 3 days per week. Things get busy from July through September with instructors usually working full days for five days a week.

Although not required, Instructors have the opportunity to work in our retail store / school office as well to earn guaranteed income. Many work 4 days guiding and one day in the store and office to help stay fresh and to help sell climbing experiences to the public.

Instructor Related Expectations

The typical day begins around 7:30 – 8:00 am. Clients arrive usually between 8 – 9:00 am for most local guiding. During the summer a large percentage of the guiding in Acadia is comprised of half day entry level sessions for families, couples and groups. These require a high level of organization and efficiency to get a reasonable amount climbing in. Morning sessions run until noon with a 30 – 45 minute break before meeting afternoon clients. After returning from the afternoon session, guides are expected put gear away, complete equipment logs and to complete all course or client related administration such as confirming payment, verifying client data, sharing photos and reviewing evaluations. The day usually ends around 5:30 pm.

- Appropriately selects climbs and manages large and small groups of clients in busy top rope settings
- Appropriately selects climbs and leads clients on multi-pitch climbs
- Respect and enjoy the natural environment. Share local natural and cultural history knowledge
- Enjoy people and teaching climbing sports, natural history, and Leave No Trace ethics to people of all ages
- Demonstrate high level of professional competence and ability to instruct technical skills such as belaying, anchoring, multi-pitch rope management with 1 – 4 clients, multi-pitch transitions, sequential rappels and partner rescue in efficient and effective manner
- Occasionally lead hiking or canoeing excursions
- Communicate regularly and professionally with co-workers, clients, retail staff and senior leadership.
- Assist in mentoring climbing school interns
- Take daily photos and video of clients, screen them and share to clients and school

- Complete trip expense reports, written trip and incident reports, and co-staff evaluations
- Possess emotional stability and maturity with ability to self-motivate and rise early each day
- Aware of strengths and weaknesses and desires to both give and receive constructive feedback,
- Punctual and reliable with strong work ethic, infectious energy and strong resilience
- Exhibit tolerance and patience for adversity, diversity and uncertainty with a sense of humor for when plans need changing
- Ability to work successfully with people from diverse backgrounds
- Demonstrate sound judgment and decision-making skills
- Maintain highest regard for client safety and client experience
- Maintain familiarity with and follow AMG policies and procedures as put forth in Employee Manual
- Learn client expectations and develop appropriate curriculum for each client based on skills and ability
- Provide leadership, instruction and medical care during an emergency
- Inspect, inventory and maintain equipment
- Co-Lead 2 weeks of youth climbing camp programs per season. Plan camp curriculum and itineraries in concert with camp trip leader
- Live, teach and lead happily in variable weather conditions including rain, heat and cold

Preferred Minimum Qualifications

- Recommended age 23 or greater with a minimum of 5 years climbing experience including a diversity of areas and routes. Significant personal skills in rock climbing, backcountry travel / camping and other outdoor pursuits.
- Graduate of at least a 2 year program in outdoor leadership or related field
- Clean driving record and clean criminal background record
- Demonstrated expertise in the following: managing top rope sites safely and efficiently and multi-pitch guiding of 1 - 3 clients on grades I-III, teaching and leadership, climbing equipment, anchor construction, improvised rescue, natural history, outdoor skills.
- Strong desire to serve as a positive role model to other guides, clients and the climbing public..
- Climbing resume showing a minimum of 50 days outdoor climbing per year for past three years including at least two Grade IV ascents and 50 days instructing climbing or guiding in last two years.
- Demonstrated ability to currently and safely lead routes up to grade III, 5.10, A1.
- Prior completion of PCIA (preferred) or AMGA Single Pitch Instructor Certification (currency not required taken RGC)
- AMGA Rock Guide course (RGC) completion
- Wilderness First Responder and CPR certification
- Healthy environmental consciousness
- Excellent physical condition and
- Proven judgment and decision-making ability
- Preference will be given to candidates seeking multiple seasons of employment and who are pursuing further guide education and certification.
- Some qualifications may be waived for exceptional candidates.
- Flexible, fun, with a make it work attitude

Benefits

- A great opportunity to work for a grassroots organization that has been a consistent early adopter of cutting edge methods and a supporter of high standards
- A chance to spend the summer in Maine and beautiful Acadia National Park where “the mountains meet the sea” with super easy access to climbing, hiking, kayak, biking and running
- One of best aspects of working at AMG is the community of friends and climbing partners you will join.
- \$136.00 / day base salary. All employees are hired as employees, not independent contractors and receive worker’s compensation insurance.
- + 5.00 / day for each higher level AMGA course in the rock and alpine disciplines
- + \$30.00 for certification as Multi-pitch instructor, Rock Instructor, Rock Guide, or Tenured Guide
- + \$5.00 annual increase for each 90 days worked.
- \$40.00 lost tip supplement per day and overnight \$30.00 supplement on youth camps
- Guides may choose an occasional third evening session which is paid hourly + 10%
- Maximum wage is \$200.00 / day
- Annual education stipend of \$600.00 available after 90 days worked. Stipend is pro-rated as season progresses. Education must be approved, relevant to work and used within the year. Examples: AMGA course, LNT course, WFR recertification, natural history course, professional memberships
- Paid time off for employees working more than 120 calendar days
- Access to pro deals from dozens of outdoor companies
- 30% off all in-store equipment and clothing purchases

- 30% off other AMG courses taken within the year
- Access to on-going training clinics and mentoring throughout the season led by Jon Tierney and Dick Chasse and other strong outdoor educators
- Free Maine Trip leader certification if desired
- Occasional summer socials to make it fun

To apply: Complete our application (available at acadiamountainguides.com) and return it electronically along with a resume and letter of interest explaining why you would like this position and why we should choose you to Jon Tierney (climb@acadiamountainguides.com). After receiving your application, we will evaluate it and, if you are among the qualified candidates, we will arrange an in-person or phone interview. If you accept an employment offer it will be finalized pending a complete background check.

About Acadia Mountain Guides, Inc.: AMG was founded in 1993 and is owned by Jon Tierney. AMG operates a year round program of courses and guiding that extends from the sea side cliffs of Acadia to distant summits in South America and Asia. Our internship program was initiated in 2001 and served to help launch dozens of successful and prominent outdoor leaders and guides. The school is AMGA and PCIA accredited and all guide staff have participated in either PCIA or AMGA training and certification. Jon is an IMFGA/AMGA mountain guide who has served on the AMGA Board of Directors and the AMGA Technical Committee and was formerly an AMGA Instructor/Examiner. Jon is the current Educational Director of the Professional Climbing Instructor's Association and was the original designer and catalyst behind what is now the AMGA Single Pitch Instructor program.

During the summer, AMG operates primarily out of Bar Harbor, ME – home to Acadia National Park and the summer camps operate out of Orono, ME. Bar Harbor is a busy resort town similar to North Conway or Estes Park. The climbing is predominantly granite and Acadia is known for single pitch sea cliff climbing right over Frenchman's Bay. The 250' South Wall of Champlain Mountain features great lines on superb granite and is ideal terrain for introducing clients to multi-pitch climbing. Forty minutes inland are the Clifton Crags with steep sport climbing on granite (close to Orono). Alpine rock climbing on Katahdin is about 2.5 hours away. Excellent bouldering opportunities abound in Acadia and Clifton.

Acadia Mountain Guides Inc. does not discriminate on the basis of race, color, national or ethnic origin, religion, gender, sexual orientation, age, disability, or veteran status.

