

SWS Mountain Guides Guide Hiring Application Process

Please submit the following information via email, fax, or mail at the time of application. Incomplete applications will not be accepted.

1. Demonstrate employment eligibility documentation (i.e., submit any of the following 3 options: (1) Social Security card and Driver's License, or (2) Passport, or (3) current work visas).
2. A completed Employment Application.
3. A completed Mountaineering/Climbing Resume.
4. A completed Work Resume.
5. Submit an Availability Calendar indicating your approximate availability for the SWS Mountain Guides Summer guiding season (May - September).
6. Submit current copies of First Aid, Wilderness EMT, First Responder (WFR), Cardio-Pulmonary Resuscitation (CPR), and Leave No Trace (LNT)* certificates or documentation of your intent to complete (e.g., receipts, course syllabus, advertised dates, etc). Certificates above and beyond these minimums will carry additional weight in the hiring process. Examples of additional certifications include: Avalanche Levels I, II or III, and various American Mountain Guide Association certificates.
7. Submit application to David Cressman (Operations Officer) at david@swsmtns.com

Once we receive these items, we will review your qualifications and certifications, and after a phone interview, we will notify you if we would like to have you attend our mandatory summer guides training the second weekend of May.

Experienced guide applicants:

- Experienced guide applicants are IFMGA and AMGA Certified Alpine Guides or guides who have more than 3-5 years of alpine / mountaineering guiding experience. In addition to the requirements mentioned for entry level applicants, experienced guide applicants must present a strong climbing or guiding resume, and must have a U.S. Level II (or equivalent) Avalanche certificate.
- Are required to participate in a personal interview (dates determined on an individual basis).
- Attend our Mandatory summer guides training the second weekend of May.

New hire expectations:

- All newly hired guides, whether entry-level or experienced, are required to participate in our May guides training which will include a thorough orientation to our company and to our teaching techniques. All new hires will be required to participate in several “shadow” sessions, depending on experience, where they will shadow a senior guide on a trip (dates to be determined).
- Once these shadow sessions are completed, the applicant is in position to begin employment. The exact starting dates will depend on our staffing needs.
- Starting pay ranges start from \$120.00 (entry level) to \$200.00 (AMGA Alpine certified) per course or climb day*, depending on experience and certifications. Most meals while working overnight programs on the mountain are also provided. Advancement opportunities, with subsequent pay raises, are available as responsibilities and performance increase.
- It is expected that entry level guides commit to a full season (May/June through September) of employment for their first year.

*All SWS Mountain Guides are employees and are paid on an hourly basis these figures are used for Industry comparison purposes only.