



*PRE-
INTERVIEW
GUIDE*

Revised January 2024

GENERAL INFORMATION



WHO IS AWL?

Adventures Without Limits (commonly referred to as AWL) is a registered 501c3 nonprofit organization that is passionate about providing outdoor opportunity and adventure to all people, regardless of ability level, socioeconomic status, gender, ethnicity, or age.

We believe that everyone should have access to the mental, physical, and social benefits of time spent in nature. Our programs aim to inspire personal growth, instill confidence, develop peer relationships, and enhance awareness of the natural environment for our participants.

We run hundreds of trips annually with more than thirty-five partner organizations including local nonprofits, school groups, businesses, private families, scout troops, and more. We are dedicated to tailoring programs to fit the needs of each group.

TRIPS WE FACILITATE:

Kayaking, whitewater rafting, rock climbing, canoeing, stand-up paddle boarding, hiking, camping, team-building, snowshoeing, and cross country skiing!

WHAT DO WE DO?

We facilitate and outfit adaptive and inclusive outdoor trips! Because our partners and participants are so diverse, each trip is unique!

As a guide, that means an opportunity for working a variety of trips with many different user groups. On Monday you could be guiding an adaptive kayaking trip on Estacada Lake, but on Wednesday you might be rock climbing at French's Dome with a youth organization.



WORKING AT AWL

IN THE GREAT OUTDOORS

Seasonal and Part-time Guides, Program Coordinators, and Interns can expect to spend the majority of their time on programs, facilitating trips.

We run both day trips and multi-day trips and we recreate all over NW Oregon. From the Coast to the Deschutes River, and beyond!



IN THE WAREHOUSE

Each trip begins and ends in our warehouse in Forest Grove. You'll start your day by packing out the gear for your trip, loading into a van, and hitting the road.

Destination: adventure! At the end of each day, you'll return to the warehouse to unpack gear and reflect on the day.

You may also work on warehouse projects, such as gear repair, inventory, and organization.



awloutdoors.org/jobs


**ADVENTURES
WITHOUT LIMITS**

ADVENTURE GUIDE & RAFT GUIDE

PRE-INTERVIEW GUIDE

PRIORITY DEADLINE: FEB. 25, 2024

APPLICATIONS ACCEPTED UNTIL ALL ROLES ARE FILLED



Adventure Guides and Raft Guides are responsible for the delivery of safe, instructional outdoor recreation trips to a range of diverse participants. Guides will be expected to teach necessary skills and facilitate meaningful outdoor adventures while managing risk and social group dynamics for every trip.

WHAT WILL MY SCHEDULE LOOK LIKE?

Adventure Guides can expect to work 3-6 days a week, varying each week. Each trip is typically 8-12 hours/day.

HOW DO I PREP FOR MY INTERVIEW?

- Come prepared with specific examples of your experience
- Practice your hard skills. Go play outside! Practice teaching or guiding others
- Consider WHY you want to work with AWL
- Research adaptive recreation, specifically rafting and kayaking
- Consider if you would prefer a Seasonal or Part-time guiding role (see next page for breakdown)

WHAT DO WE LOOK FOR IN GUIDE CANDIDATES?

- A combination of personal and professional experience in the activities we facilitate
- Fantastic technical skills in flatwater paddling, whitewater rafting, or outdoor recreation
- Flexibility, adaptability, growth mindset, and coachability
- Passion for inclusion and working with underserved populations
- Great team players
- Positivity
- Great facilitation and instruction skills

"SEASONAL" GUIDE VS "PART TIME" GUIDE

PRE-INTERVIEW GUIDE

PRIORITY DEADLINE: FEB. 25, 2024



At Adventures Without Limits, we hire guides as seasonal, part-time year-round, or part-time seasonal guides. What does that mean?

SEASONAL GUIDES

- Hired to work a specific season, typically summer season which is June through mid-September
- Tend to work "full time" hours for the season they are hired for. This typically equates to 32-40 hours/week depending on specific guides' experience, skillset, and availability, as well as program needs.
- Seasonal guides have the opportunity to stay on as part-time, year-round guides after the summer season.

PART-TIME, YEAR-ROUND GUIDES

- Hired to work programs year-round on an as-needed basis.
- Part-time guides tend to work "part-time" hours. Hours depend on the individual guide's interest, experience, and availability, as well as the needs of the organization.
- This option is great for folks local to Forest Grove or surrounding areas who want to add guiding to their schedule throughout the year.

PART-TIME, SEASONAL GUIDES

- Hired to work programs for a specific season, but with part-time availability and hours.
- AWL typically hires part-time, seasonal guides to lead winter programs.

When submitting your application materials, please note whether you are applying for a seasonal or part-time position.



Full job description:
awlouddoors.org/jobs

INTERNSHIPS

PRE-INTERVIEW GUIDE

PRIORITY DEADLINE: FEB. 10TH, 2024

APPLICATIONS ACCEPTED UNTIL ROLES ARE FILLED!



ADVENTURE PROGRAM INTERN

Adventure Program Interns will work alongside AWL guides and staff on trips as an additional source of support.

Adventure Program interns will have the opportunity to learn hard skills in the activities we facilitate, while actively participating in the implementation of each trip.

In past seasons, Adventure Program Interns who have expressed interest have had the opportunity to work on a season-long project. In 2022, Adventure Program Interns planned and facilitated AWL That, Adventures Without Limits' first deaf campout, and developed site accessibility and environmental education guides.

SOCIAL MEDIA & MARKETING INTERN

Social Media and Marketing Interns will work alongside AWL guides and staff on trips as an additional source of support. This intern will be responsible for capturing the essence of each trip via photos, videos, gopro footage, etc.

The Social Media and Marketing Intern will use what they capture on trips to create content for social media (Facebook and Instagram), newsletters, the AWL website, and/or print materials. This intern will help the admin team manage social media and marketing projects on an ongoing basis throughout the season.

WHAT DO WE LOOK FOR IN INTERN CANDIDATES?

The most successful applicants to our internship program have had a strong connection to our mission and a passion for sharing outdoor recreation with underserved communities. They are ambitious, adaptable and are able to learn independently and contribute positively to the team.



Full job descriptions:
awloutdoors.org/jobs

"Meeting new people, learning something new every single trip, and challenging myself."

"Being able to say yes to everyone who wants to experience the outdoors where traditionally there have been barriers."

Building relationships with participants while getting the opportunity to introduce them to exciting outdoor experiences"

"WHAT IS YOUR FAVORITE PART OF WORKING WITH AWL?"

"I love that AWL works with so many different partners and populations and facilitates the opportunity for people to discover their own joy, love and passion for spending time in nature in whatever way they want to!"

"Working here has me thinking of new ways to create access, and has furthered my knowledge of and definition of accessibility"

QUESTIONS?

EMAIL GUIDE@AWLOUTDOORS.ORG



WORK WITH US!

AWLOUTDOORS.ORG/JOBS



**ADVENTURES
WITHOUT LIMITS**