



6500 CA-49, Lotus, CA 95651 | TributaryWhitewater.com | 530.626.7385 | info@tributarywhitewater.com

Whitewater Raft Guide

The purpose of this role is to guide our guests down our rivers safely, enthusiastically, and professionally.

Location - Lotus, California - Guides are based out of one of these two locations and have ample opportunity to travel to one of our many permitted river destinations.

Pay - Depending on experience: hourly work starting at \$20/hour and river trip base rates starting at \$85/day.

Duration - Full Time Seasonal from May 28th 2025 - September 4th 2025. Part Time Seasonal is considered on a case-by-case basis for experienced guides only.

Responsibilities Include

- Safely boating stretches of river
- Providing a historical and environmental interpretive experience to our guests
- Preparing delicious and appetizing meals
- Ability to work outdoors for long days in diverse weather conditions
- Gaining familiarity with and utilizing our reservations, scheduling and payroll systems daily
- Following all Tributary company policies and standard operating procedures
- Making a full commitment to the job for the entire season
- Being on time and prepared for all scheduled shifts
- Participating in pre and post trip packing, cleaning and debriefing
- Being able to adapt to changes in daily logistics
- The ability to make critical decisions in a fast-paced environment
- Possessing efficient time management
- Being receptive to constructive criticism about job performance
- Communicating clearly and speaking to large groups
- The ability to maintain a professional appearance and demeanor
- Possessing the desire and ability to interact with all guests and staff in a friendly and professional manner
- Maintaining a good attitude and keeping morale high throughout the season
- Helping with janitorial, grounds, camp work and additional duties as needed
- Displaying safety conscious practices on and off the river
- Practicing environmentally sound processes such as Leave No Trace

Mandatory Skills and Qualifications

- Must be 18+ years of age
- Successfully complete Tributary Whitewater Tours' Guide School or have completed whitewater guide school elsewhere
- Valid I-9 documentation verifying the ability to work legally in the US
- Current CPR certification - online course not accepted
- Current Wilderness First Aid certification or above - online course not accepted



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- Current food handler's certification
- Physical fitness at a level required to safely accomplish job responsibilities

Desired Skills and Qualifications -

- Current Swiftwater Rescue certification (mandatory for trip leaders)
- Current driver's license - preferably a commercial driver's license with passenger endorsement
- Previous experience in the customer service industry

About Tributary Whitewater

We raft a variety of rivers on the west coast from Class II to Class IV rapids and from 1/2 day trips to multi-day camp and raft trips. One of our primary locations is on the South Fork American River in Lotus, CA with a private riverside campground! In addition, we have an outpost at the Truckee River RV park for our Truckee River operations, and a presence on the Trinity, Lower Klamath, North Yuba and many more rivers in California. In Oregon, we raft from the spring through the fall on a wide range of rivers including the Owyhee River, Deschutes River, Rogue River, and Hells Canyon on the Snake River

We believe that rafting trips bring out the best in people. We feel that people respond to the beauty and challenge of the river, and in doing so, discover the best in themselves. In this hectic world, it becomes even more important to "get away from it all". Our trips can take you deep into the splendor of the forests and mountains, just like the tributaries of rivers.

Why Work for Tributary

- Best gear and equipment in the industry
- Unique river permits in California & Oregon
- Advanced digital scheduling, time card, and reservation portal
- Family owned and operated for 40+ years
- Variety – one day and multi day excursions
- Employee retirement plan & company match
- Employee assistance program (financial, emotional anonymous support)
- Most competent, mature, and friendly staff
- Spacious guide living and accommodations
- Competitive pay and advancement opportunities
- Advanced Guide Training
- Cool swag