



## REQUIRED TRAINING, EDUCATION, EXPERIENCE AND CERTIFICATION

**JOB TITLE:** GUIDE  
**REPORTS TO:** LODGE MANAGER

### Training and Education

- Must be able to understand, speak, read and write in English
- Must be able to perform basic math skills
- Possess Canadian Firearms Safety Course (PAL-Possession & Acquisition License)
- YEARLY – 3 sessions of shot gun handling & shooting practice - 2 at the firing range with 2 – 3 boxes of shells and 1 session of skeet shooting with 2 – 3 boxes of shells. What about pistols?
- Small Vessel Operator Proficiency (Summer tours at Seal)
- Bear Wise Polar Bear Guard/Guide Training Course – periodically provided on site as needed
- Restricted (Radiotelephone) Operator Certificate-Maritime (Summer tours at Seal & Nanuk)
- Class 4 Drivers License (for times your services are needed in Churchill)
- Wilderness First Aid or equivalent – minimum 80 hour course (if you are unsure check with Guide Program Coordinator or HR)
- Commercial Bear Viewing Association, Bear Guide Training Course is an asset
- Marine Emergency Duties A-3 is an asset (Summer tours at Seal and Nanuk)

### Experience

- Minimum 5 years as a Wilderness Guide
- Minimum 3 years combined as a bear guide and Polar Bear Guide (at least 1 as PBG)
- Experience in the basic maintenance area on equipment you will be running (i.e – boats 6x6, 4 wheelers, etc.)

### Aptitude

- Must have exemplary teamwork skills to maintain a respectful, efficient and positive workplace environment
- Must have time management and organizational skills to adhere to the timelines in effect for carrying out guiding duties.

- Must be able to adapt quickly and positively to decisions effecting change and remain flexible when dealing with changes in meal times, tour requirements as related to guiding position
- Must be able to take initiative to make decisions in the field essential to the proper execution of guiding program
- Must be personally committed to completing duties and responsibilities within time requirements and to company standards
- Must be able to communicate efficiently and effectively to guests regarding daily excursions and with the Lodge Manager(s) regarding timings
- Must be able to maintain a positive attitude in stressful and time-restricted situations
- Must be able to follow directions precisely

### Physical Requirements

- Long periods of standing and walking are required
- Lifting and carrying heavy items
- Must have excellent personal hygiene and follow company dress code policy