



What you need to know about training and being a Naturalist Guide with Desert Adventures

The management and staff at Desert Adventures would like to thank you for your interest in joining our team as a naturalist guide. We hope that the following information will help you understand the nature of the job, the application process and the training program required to be offered a position.

- 1) **Would you make a good Naturalist Guide?:** If you have lived in, or near, the desert for at least a year, have a passion for nature, like being outdoors, have the agility to lead gentle hikes, enjoy learning and sharing interesting information with others, can drive a stick-shift, don't require income from this job to pay your bills, and have flexible availability – *then this might be the opportunity for you!*
- 2) **What does a Naturalist Guide do?** In your initial season, you will give narrated eco-adventure tours of the San Andreas Fault in an open-air jeep. In subsequent seasons, you may advance to giving tours of the Indian Canyons, Joshua Tree National Park, Painted Canyon / Mecca Hills, as well as other tours developed by Desert Adventures.
- 3) **When do guides work?** Desert Adventures operates 365 days a year. As a guide, you would be expected to be generally available during the “season” which is from October through May. It is each guide's decision whether to work during the summer months. You will be considered to be “on-call” for tours during the season. Tours are assigned based on seniority, a fair guide rotation, and the volume of tours booked. All guide positions are part-time.
- 4) **How much do guides make?** This position is best suited for individuals who are looking for something fun to do and who only would like to make a little “pocket money.” ***This is not the position for you if you need to support yourself on your tour income.*** The pay is based on minimum wage with the opportunity for substantial gratuities.
- 5) **Application and Telephone Interview:** Please complete the following one-page application. If your application contains the required qualifications, you will be contacted for a telephone interview. If there is mutual interest in proceeding with the process, you will be invited to the Desert Adventures office for an in-person interview.
- 6) **Interview:** This will be your opportunity to learn more about Desert Adventures, and for us to evaluate your potential to become a Naturalist Guide. After interviewing all applicants, selected individuals will be invited to participate in training.
- 7) **Training Program:** Training is approximately 5 weeks, 3 days per week, 6-7 hours per session. You will also be required to take several tours with senior guides and to spend personal time to practice driving & touring which is unpaid. You will be asked to commit to this extensive, educational, time-consuming, training program.
- 8) **Drug Testing:** Prior to employment, you will be required to submit to a drug test. As a guide, you will also be required to participate in periodic, random drug and/or alcohol testing. Those using marijuana should not apply.
- 9) **CPR and First Aid Certification:** After completing training, prior to employment, you will be required to complete a certified course in CPR and First Aid, provided by Desert Adventures. Bi-annual recertification is also mandatory.
- 10) **Documentation Requirements:** *(to be provided on or before the first day of training, copies will be made)*
 - Drivers License and approval for Desert Adventures to obtain an online DMV printout of your driving record
Offer of employment is contingent upon approval of your driving qualifications by our insurance company.
 - Social Security card or passport
Employment is contingent on the provision of satisfactory proof of your identity and legal authority to work in the United States.

Desert Adventures is an equal opportunity employer and is committed to diversity, inclusiveness, and a welcoming environment for all of our team members. Consistent with this commitment, all qualified individuals are considered for employment and employees are treated during employment without regard to any legally protected status including race, color, creed, religion, national origin, age, sex, marital status, disability, sexual orientation, or veteran status.

Misrepresentation or omission of facts called for on your employment application, resume, interview process, or other application material may prohibit you from consideration for employment with Desert Adventures and is cause for immediate termination if employed.

Please return your application to Desert Adventures

By mail or in person: 74-794 Lennon Place, Suite B, Palm Desert, CA 92260

By email: applications@red-jeep.com

By FAX: 1-866-221-5318

If you have questions, please call: (760) 340-2345

Website: red-jeep.com

Training starts in September



Application for Employment as a Naturalist Guide

Please type, or PRINT using black or blue ink

APPLICANT INFORMATION		
<u>NAME</u> (last) _____ (first) _____ (middle) _____	<u>BIRTHDATE</u> , IF UNDER 25 _____	<u>DATE OF APPLICATION</u> _____
<u>PRESENT ADDRESS</u> (street, city, state, zip code) _____	<u>HOW LONG HAVE YOU LIVED IN THE VALLEY?</u> _____	<u>HOME PHONE</u> _____
<u>EMAIL ADDRESS</u> (please PRINT clearly and legibly) _____	<u>PREFERRED PHONE #:</u> <input type="checkbox"/> Home <input type="checkbox"/> Cell	<u>CELL PHONE</u> _____

Are you currently employed? YES NO If yes, where, how often and when do you work? _____

If employed by DA, when could you work? Any day **OR** Weekdays only Weekends only

Are there days, or times, that you definitely could NOT work? YES NO If yes, when? _____

Are you a full-time resident in or near the Coachella Valley? YES NO If not, when are you here? _____

Can you provide proof of citizenship & legal right to work? YES NO (drivers license & passport or social security card)

Can you drive a stick-shift (manual transmission)? YES NO

Do you regularly use email and the Internet? YES NO

Do you have a dependable vehicle for transportation to work? YES NO

Are you fluent in English? YES NO Any other languages? _____

Have you ever been convicted of a criminal offense other than minor traffic violations? YES NO (if yes, you will be asked for the specifics*)

Do you use medication or narcotics (including marijuana) that could impair your ability to drive? YES NO (if yes, you will be asked for the specifics*)

Do you have any injury or medical condition that could impair your ability to drive, lead hikes or to enter and exit a jeep? YES NO (if yes, you will be asked for the specifics*)

Are you related to, or been referred by, any DA employee? YES NO If yes, who? _____

You know that this position is part time, on-call & seasonal. YES NO

Do you have experience speaking or guiding, or nature-oriented education or training? YES NO If yes, please give details:

AUTHORIZATION

I hereby authorize investigation of all statements contained in this application and on my resume, if provided. I certify that such statements are true and understand that any misrepresentations or omission of facts called for in this form, or on any resume provided by me, is cause for termination of employment without notice.

SIGNATURE _____	DATE _____
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Applicants for employment shall be afforded equal opportunity in all aspects of employment without regard to race, color, ethnicity, religion, creed, disability, political affiliation, national origin, marital status, veteran status, ex-offender status, sex/gender, age, or sexual orientation.

* A criminal conviction will be considered only in relation to the job for which you are applying. Seriousness and nature of the offense, time elapsed, and rehabilitation will be taken into account. Medication issues will be evaluated individually.

Employment is contingent upon furnishing evidence of identity and employment eligibility.