



DVORAK RAFTING | KAYAK | FISHING EXPEDITIONS

Est 1969 - Colorado's 1st Licensed Outfitter - #001

Family owned and operated since 1979. Thank you for your request for an employment application to become a guide with Dvorak Expeditions. We would like to give you some background information and an idea of what we are about. We are a corporation established under Colorado and Utah law. The original company was owned by Partners, Inc. and started in 1969. We ran the Partners River Program for six years prior to buying it in 1984. Originally Partners was a non-profit company offering trips for youth of all types — delinquents, school groups, youth camps, scouts, etc. — and had basically expanded to some commercial trips to offset the cost of the social service trips, which was at best break-even. Since 1985 Dvorak Expeditions has maintained its connection with the youth population and has expanded its trip program to a much larger client base, now running 6 rivers and 18 different canyons. We have several special feature trips and seminars in the program as well.

Our instructional paddle school for Raft, Kayak, and the Swiftwater Rescue courses (***RESCUE-3 International and Sierra Rescue***) and 14-day Guide Training programs are among the best in the U.S. We are recognized and well respected and want our guides to know that they will receive excellent, professional training. We will hire skilled guides but require an orientation course and probationary period prior to full-time employment. You, as a Dvorak guide, will be part of a team offering quality service to the public. You are a major key to our success and growth.

You need to understand that we sell a service, and quality delivery of that service is essential. We guarantee service for our clients through our training and orientation program for guides. One of the employees' foremost tasks as a field guide is enhancing that personal service while providing a safe, skilled, and knowledgeable level of expertise as a river guide. You as guides are our most effective representatives because you meet the people directly. In past years, we have found that when people think of their Dvorak Expedition, they recall the skilled and personable boatmen/women who guided and cared for them on the river; yet they consider the company responsible for that experience. Dvorak's successes and good reputation have been achieved in great part by the quality of

your actions and demonstration of your skills in a professional manner. We ask that you always keep that in mind. Repeat customers make up about 60% of our clients. The cost to bring back a client is minimal compared to the thousands of dollars spent to find them originally. Your impression of the guests will carry a long way in the marketing of a successful season. Our responsibility is to provide you with the best training available to give you the tools for success.

Offering Dvorak Expeditions 6 Rivers

•Arkansas •Colorado •Dolores
•North Platte •Rio Grande •San Miguel

Hiring Dvorak Expeditions' team is based on maturity, leadership qualities, "people" and boating skills as well as a compatible personality. State law also requires that you be 18 years of age and have current first aid* (advanced in Utah) and CPR certification cards valid through the length of the season (March through September).

Definition of Employee

Dvorak staff (office 4-6, field guides 10-20) work closely with each other in fulfilling all the responsibilities of organizing and running trips for Dvorak's. The guides and instructors are responsible for the trips from most aspects: safety, food packing, vehicle maintenance, pre- and post-trip job assignments, logistical support; as well as providing an understanding of the outdoors and gaining knowledge of the interpretive fields and environments that we run trips in. The Nathrop-based operations staff requires communication with all field staff for marketing and trouble-free arrangements on all trips. Base operations include reservations, general office, transportation, and coordination, planning and hard work! Guides must be versatile and ready for the requirements needed for the many types of groups and individuals that participate in Dvorak Expeditions. Internships are also a viable option for those interested in outdoor, educational, and recreational college credits also sales and marketing internship positions as well.

Credential Requirements: Training guides and Professional Hires

You must have current First Aid and CPR cards on arrival — originals, not copies. The certifications must be valid through September of the rafting year. A minimum of Red Cross Standard First Aid is required; however, Advance First Aid (or its equivalent that requires a minimum of 40 hours training) or E.M.T. is required for trip leaders. You cannot be hired without these required cards; do not expect to complete a course during the season! Colorado recognized courses required. **Copies of original certifications must be provided with application.**

- Demonstrated competency in outdoor activities or water-related sports and certifications e.g.: Advanced Lifesaving, W.S.I. Certification, experience in whitewater rafting, kayaking, SUP or climbing, hiking, biking, horsemanship, and other related fields offered by Dvorak Exp.
- Experience working with youth, special populations groups, teaching skills and background are very valuable. Your people skills are extremely important to our decision for hiring. A background check is required for youth organizations that Dvorak Exp. Runs trips with.
- Minimum 18 years old. Older applicants with experience may be given preference. Don't rule out your chances due to age.

- Valid, current driver's license, preferably a Commercial Driver's License (CDL) for driving vans / trucks with trailers. Your driving record statement will be required prior to driving any company vehicles. Age requirement 21 or 25 (depends on year and insurance coverage) for driving commercial passengers. Excellent driving skills are essential and should include trailer backing, mountain driving, and preventative maintenance skills. Vehicles included in our fleet are 15-passenger vans, 4-wheel-drive trucks, 44-passenger bus and Suburban's. The skill to drive these types of vehicles with a trailer is necessary. **A poor driving record, D.U.I. etc. eliminates you as a prospective guide. We will request a copy of your driver's record from the state of issuance agency. If you can bring or send this copy prior to the training, it will save time for your hire start date.**

Description of River Guide Position

Individuals are needed who can work in an outdoor-wilderness adventure-experience program. You will have the opportunity to work with and guide a variety of groups and individuals. Groups will vary from kids with every type of background and income level to upper income VIPs.

We offer trips for the physically disabled and do instructional seminars with all populations. Our whitewater trips range from daily raft excursions to 8-day expeditions, sometimes back-to-back. All employees, because of the nature of the business, may be called upon to work unusual hours or times to meet schedules. The managers will attempt during the summer to provide compensatory time. There is road travel time for expeditions away from Arkansas Valley CO. The need to be able to adjust is essential. You must be willing to exercise organizational skills, patience, sensitivity, guide support and backbone, depending upon the situation. A very strong communication system must be established and maintained throughout the summer. We require a commitment of three to six months. It is a seasonal position, and incentive rewards are offered to individuals who return for the following season(s).

Examples of Guide Duties (Daily and Multi-day rafting trips)

1. **ARKANSAS RIVER TRIPS:** Your trips will all start at the Nathrop base. You will take part in any necessary pre- and post-trip preparations, i.e., packing of equipment, food packing and familiarization with the menu, final vehicle check, as well as other preparation tasks as directed by the trip leader or manager. You're on duty until you return to the base and have fully derigged your trip and debriefed the trip with the manager or trip leader. *You are on duty during the transport to and from the base. A full day is generally long and not finished till all operations – derigging is complete.*
2. **DAILY TRIPS:** You are responsible for maintaining DVK equipment on trips and pre checking and preparing this equipment for scheduled trips, derigging at the end of the day and storing all items properly. Your crew must clean and alert warehouse management for all repairs beyond your ability. Log work needed on all equipment and rental items, etc., after each trip.
3. **SAFETY TALK AND ORIENTATION:** You will meet your passengers and establish rapport, be helpful, informative and display good leadership at the meeting location and/or put-in (launch site). You will then carry on and see that guests are adequately prepared for the trip.
4. **MULTI-DAY TRIPS:** Set up guest's shelter properly each night and take down in the mornings before launching each day and see that all meals are prepared in a timely manner (per the planned menu) and served tastefully. Kitchen equipment is to be cleaned and stored properly each evening. This practice is maintained throughout the trip until your guests are on their

return trip home. Hygiene is of the utmost importance. *Days on the river begin early and finish when all is tied down for the night.*

- ✦ Make sure your guests are adequately informed of the risks inherent in river running. They are to be given a knowledgeable reinforcement of safety rules and equipment throughout the trip and instruction on our methods of assuring the safety of all people on the trip. Professionalism always. Familiarize all participants with all equipment and supervise its use. Rental tents will be set up by guides to prevent customer aggravation and equipment damage. All rental items will be checked and maintained by your crew and breakage, or loss is the responsibility of the trip leader. All guides on the trip will share repair costs if the party responsible is not made aware of the problem! Be sure to check equipment before taking it out.
 - ✦ To teach or inform participants of necessary camping skills and direct them in food sanitation, cooking, hygiene arrangement and guests' responsibility in kitchen clean-up and camp procedures. Inform guests of their part to assist you in daily rigging and derigging and facilitating a participatory atmosphere for those who are willing to learn or help.
 - ✦ Conduct on the river and at camp should show a high degree of appreciation for the safety and pleasure of all passengers, crew, equipment, and wilderness. Guides are required to know each river management agency's regulations concerning permit stipulations, safety, and evacuation procedures, plus river history, environmental considerations of the resource and care of the environment. Guides are further required to see that passengers understand and comply with those regulations. You will actively interpret the environment with your crew: river history, geology, archeology, flora, fauna, ecology, and educational awareness of the river and its individuality. *Many books are available in our library to enhance the basic background knowledge you will receive during staff training.*
 - ✦ On exclusive participatory group trips, guides will be teaching river rafting and trip skills to any or all members of the raft crew, encouraging self-sufficiency in a team-building manner, while personally ensuring control of the boat always.
5. **The river staff** is responsible for initiating and/or directing group activities off and on the river. This may include behavioral or judgment decisions, new games, hikes, morning readings (quotes), or other exercises and entertainment that may enhance the experience.
 6. **All guides** have a responsibility to respect each other, never to publicly question, disagree with or attempt to intimidate one another during circumstances where guests are present. The guests' comfort and safety demand that any complaints, suggestions, corrections, and personal **disagreements be made privately** with the trip leader or management staff after the trip.
 7. It is of the utmost importance that both you and your guests have safe fun. Those individuals who have the capacity to be up, active and alert and show good common sense in unfamiliar situations and be positive and show our guests an enjoyable time in the face of unforeseen circumstances will be given our strongest consideration.
 8. **Personal appearance, hygiene and sanitation are extremely important.** It is therefore imperative that all guides are neatly groomed, CLEAN clothing, tidy, and organized and aesthetically pleasing to be around for guests as well as staff! Smoking is not allowed in buildings, vehicles or on the rafts on the river trips. Discretion is always the choice with clients and the proper disposal of all tobacco products.

9. **Alcohol or drugs are not a tool of your position as a guide.** We do not allow drinking in any vehicle at any time! There are several trips with youth groups that do not have alcohol on them, and guides are not to carry any. The social drink is acceptable on occasion with guests. If a guide is reported to have consumed alcohol in excess or during alcohol free trips or in a vehicle pre- or post-trip, that guide will be immediately terminated! There are no second warnings for alcohol abuse! **DRUGS: Dvorak Expeditions runs rivers in 4 states and all use of cannabis or illegal drugs while working on any trip or teaching, instructing capacity with our company would result in termination and or reporting to law enforcements. No tolerance policy will apply regardless of the legalization of cannabis or its forms.**

Bi-Monthly Wages

An employee of Dvorak Expeditions will be offered a 90-day seasonal contract outlining wages for daily trips or multi-day expeditions. Based on the company and your performance of all duties of the position as outlined by management. Each guide is paid for the time employed and is subject to rights and privileges, limitations and restrictions set forth in the employee handbook and qualifications. Dvorak Expeditions is a seasonal business, and positions are for a set contract period per individual. A full day 8 hours or ½ day at 4 hours with any multi-day trip varies from 2 to 5 days on-river days and 1 to 1/2 day for pre- and post-trip pack/unpack. Half day river days count only as 4 hours generally. Any off-river time doing repairs, equipment organizing in the warehouse (full day/half) days are included in the wage scale.

- ❖ **First Year Rafting Guide / Apprentice (Internships) Minimum \$15 per hour.**
- ❖ **Guide II+ with experience is negotiable according to skill level for the hourly wage and/or daily wage. Based on experience and qualifications. Minimum \$15 per hour + Extra add Ons See below**
- ❖ **Negotiable: Second Year Guide | Third Year Guide | Fourth Year or more...**

All Dvorak Staff have options for Lodging / Room & Kitchen / Shower Options: By arrangement only:

Rooms, camping facilities or limited rustic cabins are available for full-time staff and kitchen facility access for your own food prep and storage. **Any staff friends or guests will be charged \$5. Per day for camping and use of showers, kitchen access.**

- **Instructors will receive extra pay per activity for boating instruction courses, fishing guides, bike guides, hike guide, Class IV-V trips.**
 - **Additional pay for qualified trip leader days on all canyon trips NOT the Arkansas trips.**
 - **\$5 per full day with Advanced First Aid certification**
 - **\$10 per full day with E.M.T. certification or Wilderness EMT**
 - **Wages will be paid bi-weekly on 2nd & 16th (or the next business day if payday falls on the weekend.**
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- ❖ **Operation Management / Warehouse Mechanic / Guest Services Staff / Office personal, Commercial Shuttle Drivers: Optional hourly or monthly wage.**
Wages are negotiable and skill level and experience will be factors.

Employee Company Benefits

- Worker's compensation on the job insurance.
- Swift water (Sierra Rescue & Rescue 3) certified 2–3-day training course,

- Use of DVK equipment for play boating, kayaking, Staff instruction is available in your free time at the discretion of a staff member (instructor).
- Staff PRO discounts available on large equipment purchases employee orders only. Retail shop discount to employees as stated each season's start. @ 25% + pricing.
- We also offer a 10% BONUS that will be given to those employees whose contracts have been completed for the season and a show of outstanding performance administered at the end of summer. We encourage our staff to request evaluations from management and/or further training requests for skills and advancement are also encouraged.
- Immediate family or significant other persons are discounted at 25% off for all DVK trips and activities. Free use of boats and no wage for DVK guide, for small groups based on availability of equipment.
- Reimbursement of 1/3 cost for paid guide training fee over 3 years return service.
- Dvorak's will allow our employees to check out FREE boats and gear for private use during the season and for returning guides and staff to take the said equipment on private multi-day trips. Special considerations will be available to rent larger packages of gear and arranged with management. You will be responsible for the replacement of loss or damages to all DVK borrowed equipment.
- Internships and college credits for a variety of majors. See separate descriptions online.

Limited On main base accommodations:

We have a limited number of spaces and living space available at the main base facility, which is available on a reserve and first-come basis. We also provide a shared kitchen for preparing your own meals for those living on base. Anyone using kitchen will be rostered for a kitchen and logistical area cleaning duty day(s) during each month and paid a stipend for those days.

General Itinerary of Training and/or Orientation DVK Course

The 14-day training will consist of a full orientation of Dvorak's procedures and policies.

- You will be moving around among different rivers for training.
- You will be running and reading rivers in paddle rafts and oar frames.
- Training will cover all on and off-river related responsibilities, maintenance of all equipment and preparation of multi-day trips with pre- and post-trip briefings.
- The variety of rivers will open options for many situations and experiences in Class II-V water.
- Emphasis will be on learning to read and understand the hydrology of the river so that the knowledge gained will transfer to any river.
- A three-day Swift-water Rescue certificate course is included in the For-employment training fee and is scheduled for the end of the course (May) unless the student arranges other course dates.
- Non-employment students may request this or upgraded ***Sierra Rescue & Rescue 3 International*** level courses as an additional cost. Call DVK office to arrange 719 539-6851
- Minimum impact camping and environmental education in the river ecosystem is stressed.
- The training cost will cover all your food while on the river as well as training related logistical expenses during the two-week period.
- Spring (cold) weather and wilderness-camping situations necessitate good personal equipment during the training period.

30 Days Probationary contract with Salary

Following acceptance as a probationary apprentice after training participants will get a 30-day probationary apprentice salary. On completing the course and probationary month, full-time contracts must be signed and salary scaled per qualifications and guide level status.

GUIDE TRAINING AND ORIENTATION COURSE (May 10-23, 2025) Application, Payment Schedule, and Requirements

- **Guide Training for Employment: Total cost \$495** (14-day training and includes the Swiftwater Rescue certification; does not guarantee employment on completion):

The DVK tuition assistance program is a sponsored training opportunity that provides selected applicants with a 50% discount on guide school tuition that is paid at the time of enrollment. If the applicant completes guide school, is hired as a DVK guide, and completes 45 paid river days, the employee is eligible to have the remaining 50% cost of tuition reimbursed. Contact us for more details and commitment requirements.

- **OPTIONAL NON-EMPLOYMENT: Total cost \$1099** (14-day training, not for employment with optional River Rescue Pro Course (RRC-P) Training at additional cost.
- **Deposit required \$250.** Balance is due 45 days prior to the course start date.
- The guide application must be completed and submitted with optional photograph.
- Include your resume plus current full current river log and experience level. (domestic and international)
- Three (3) letters of recommendations sent directly to Dvorak Expeditions.
- Copy of valid First Aid and CPR certifications. It must be current through October of current year.
- Copy of current driver's license or passport copy.
- Personal interview. To arrange calls, a phone interview is acceptable with application info. in our hands.
- *** *Swiftwater Rescue Training is required by all guides and the course is included for employed training guides 1st year. Guides hired with experience will pay the course adjusted fee. Credit can be deducted from the training cost if you already have SRT certification. Request dates and additional cost for any upgraded Sierra Rescue and Rescue 3 International courses.*

[View online at www.DvorakExpeditions.com](http://www.DvorakExpeditions.com)

**Make non-refundable deposit (check or credit card) for \$250 payable to:
Dvorak Expeditions Inc. 17921 U.S. Hwy. 285 @ Nathrop, Colorado 81236**

Course Dates: May 10-23, 2025 & RRC-Pro: May 2025 TBD Subject to

change:

Deposit is required (non-refundable after 30 days) - Balance due by March 31st

Application closing date: April 15, 2025