



# SITKA WALKING TOURS

## Seasonal Guide – Sitka Walking Tours (2025)

### Company Overview

Sitka Walking Tours is a leading provider of cultural and historical walking tours in the beautiful coastal town of Sitka, Alaska. Our tours showcase Sitka's extraordinary history, unique cultural heritage, and stunning natural scenery. We are passionate about connecting visitors with the essence of Sitka, from its vibrant community to its breathtaking forest trails.

### Why Join Our Team?

- **Work Outdoors:** Spend your days outdoors surrounded by Sitka's amazing landscapes.
- **Share What You Love:** Guide guests through fascinating stories of Alaskan history and daily life in a small coastal community.
- **Develop Valuable Skills:** Hone your public speaking, storytelling, and customer service talents.
- **Earn Great Pay & Tips:** Competitive hourly rate of \$23-\$25 DOE, plus 100% of your tips (typically averaging \$35+/hour total), bonuses for 5-star reviews and end of season bonus!

### Position Details

- **Title:** Seasonal Tour Guide
- **Employment Type:** Part-Time, Seasonal
- **Season Dates:** April 27 – October 4, 2025
- **Location:** Sitka, Alaska
- **Schedule:** Up to 2-3 tours/day, 5 days/week (about 5-25 hours/week)
  - **Additional Opportunities for Hours:** Additional opportunities for work may be available to those seeking more hours including marketing management support, customer services management support, and operations management duties.
  - **Flexible Schedule:** Pickup tours within your availability. Typically Fridays and Saturdays off

### Compensation

- **Hourly Rate:** \$23-\$25/hour (DOE); with a 10% increase each year a guide returns.
- **Tips:** Guides keep 100% of their tips (often averaging \$35/hour with wages + tips).
- **5-Star Bonus:** Guides receive a monetary bonus every time they receive a 5-star review on an eligible platform



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- **End of Season Bonus:** Guides that remain regularly employed to the end of season will receive a \$300 bonus

### Tour Types & Pay Structure

- **Downtown Walking Tours**
  - Duration: ~1 hour
  - Guides Paid For: 2 hours (includes 30 minutes setup + 30 minutes wrap-up)
  - Entirely Walking: No Driving Needed
- **Tongass National Forest Hikes**
  - Duration: ~2 hours
  - Guides Paid For: 3 hours (includes 30 minutes setup + 30 minutes wrap-up)
  - Entirely Walking: No Driving Needed
- **Outdoor Adventure Hike**
  - Duration: ~3 hours
  - Guides Paid For: 4 hours (includes 30 minutes setup + 30 minutes wrap-up)
  - Must have a valid driver's license in good standing and be comfortable operating a passenger van to lead this tour.
- **Photography Tour**
  - Duration: ~2 hours
  - Guides Paid For: 3 hours (includes 30 minutes setup + 30 minutes wrap-up)
  - Must have a valid driver's license in good standing and be comfortable operating a passenger van to lead this tour.

*Setup and wrap-up tasks typically involve greeting tourists, picking up snacks/safety gear, and collecting trash or any borrowed gear afterward.*

### Key Responsibilities

1. **Lead Memorable Tours**
  - Conduct engaging walking and hiking tours for groups of varying sizes.
  - Showcase Sitka's historic sites, cultural highlights, and natural wonders.
2. **Create a Welcoming Experience**
  - Greet guests warmly, answer questions, and tailor the tour to their interests.
  - Share personal insights about life in a small Alaskan community (our guests love to hear what it's like to live in a rural, island Alaskan community).
3. **Ensure Safety & Enjoyment**
  - Monitor group dynamics; maintain a comfortable pace and keep safety a top priority.



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- Navigate various terrains and weather conditions with confidence.
4. **Encourage Engagement**
- Invite guests to leave online reviews, share on social media, and spread the word about Sitka Walking Tours.

### Qualifications

- **People Person:** You thrive on interacting with visitors from all walks of life.
- **Physically Capable:** Able to walk and stand for extended periods, including on uneven terrain.
- **Storyteller at Heart:** Passionate about history, culture, and nature—eager to learn more and share it.
- **Reliable & Professional:** Committed to excellent customer service and team collaboration.
- **Experience (Preferred but Not Required):** Previous work in tour guiding, hospitality, education, or related fields.

### What We Offer

- **Strong Compensation:** \$23-\$25/hour plus bonuses and 100% of tips.
- **Professional Development:** Strengthen your public speaking, leadership, and customer service skills in a supportive environment.
- **Community & Camaraderie:** Work with an enthusiastic team that values cultural heritage and environmental stewardship.
- **Scenic Work Environment:** Explore Sitka's historic streets and forest trails as part of your job.

### How to Apply

1. **Send an Email** to [info@sitkawalkingtours.com](mailto:info@sitkawalkingtours.com) with:
  - A brief introduction explaining why you're a good fit and why you're interested.
  - Your **resume**.
  - **Two references** (professional or personal who can speak to your character and/or experience).
2. **Subject Line:** *2025 Summer Guide Application – [Your Name]*

### Application Deadline

We will accept applications until all positions are filled. Early applications are encouraged!



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### **Additional Information**

- **Learn More:** Visit [www.sitkawalkingtours.com](http://www.sitkawalkingtours.com) for the full tour schedule, sample itineraries, and FAQs.
- **Equal Opportunity:** Sitka Walking Tours welcomes applicants of all backgrounds and is committed to creating an inclusive, respectful workplace.