

Welcome!

This packet contains an application for employment and internship positions with Hike It Florida. We are excited that you share our love of the outdoors and are considering joining our team of outdoor enthusiasts.



As you complete the following paperwork, please do not hesitate to contact us with any questions that you have. Our staff and management will be happy to talk with you about our programs and activities.

We appreciate your thoughtful responses to the questions in this application.

Sincerely,
The Hike It Florida Crew

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Who we are, what we value

First and foremost, Hike It Florida is a family: a diverse group of people dedicated to one another and the clients we have served for over the years. Our ultimate focus is to provide life changing experiences through the dynamic adventure of wilderness expeditions.

At Hike It Florida, our mission—changing people's lives through exceptional travel—compels us to make a positive **impact** in the lives of our clients, our communities, and ourselves.

Our core values keep us focused on that mission and inform every choice that we make:

I - INTEGRITY guides our work and the relationships on which our work and success hinge

M - TRAVEL IS MAGIC and we hold the wand. Dazzle and delight. Be tireless in the search for places and experiences that will take a traveler's breath away.

P - PASSION for travel is the reason why we're here. Let that blast through loud and clear—in your thoughts, your words, and most importantly, your actions.

A - ACTION is where it happens. Take personal pride in diligent follow-through, timely execution, and expert delivery—our hallmarks of excellence.

C - CONNECTION enlivens us as human beings and makes our work meaningful. Truly connect with your clients and peers, our providers and industry, and of course, the world around us, near and far.

T - TRUTH Know what is **TRUE** for Hike It Florida, find what is true for you, and make possible what is true for others.

Where is Hike It Florida?

The Hike It Florida administration office is located at 7673 Plantation Cir University Park, FL 34201. Our adventures however occur all over Florida and around the US. We specialize in hiking, camping, backpacking, Appalachian Trail guided hikes, Leave No Trace principals, classes, on a year around schedule.

Participant Information:

Hike It Florida keeps a 1 to 6 ratio of staff to participants for backpacking, extended trips and a 1 to 20 ratio of staff to participants for day/ night hikes. Hike It Florida serves people of all ages, ethnicities, and social classes, with an emphasis towards youth and youth at risk. Hike It Florida trip leaders are responsible for all participants 24 hours a day for the duration of the trip, excluding specified days and time off.

Event Schedule:

Hike It Florida events are scheduled and planned by the guide, so they set their own schedule and chose where they want to go. This freedom and flexibility allows you to work as much as you are able too.

What every Hike It Florida guide has:

1. Desire to be a quality role model, and to see people learn new skills and gain valuable experiences.
2. Is in agreement with Hike it Florida's philosophy and policies.
3. Eagerness to learn and a desire to work with youth and adults of all ethnicities and economic backgrounds.
4. Previous wilderness camping and backpacking experience is beneficial, but not required.
5. Enjoys wilderness travel and sharing outdoor experiences with people of all ages.
6. Is able to function professionally under stressful situations.
7. Willingness to put in long hours.
8. Able to organize and lead recreational and educational activities and initiatives.
9. Is able to display teaching ability with a constant emphasis on safety.
10. Shows good communication skills and ability to understand people.
11. Willing to forego personal rights for the common good of Hike It Florida and its participants.
12. Willing to work outdoors in a camp environment.
13. Holds, or is willing to receive training in:
 - a. Red Cross Life Guarding
 - b. First aid
 - c. CPR for the Professional Rescuer certifications
 - d. Wilderness First Aid
14. Has a driver's license and a good driving record.

Benefits of working for Hike It Florida:

1. Ability to gain valuable training, skills and experience in many of the following areas:
 - a. Leadership
 - b. Safety
 - c. Group management
 - d. Rescue
 - e. Navigation
 - f. Event coordinating
 - g. Trip Planning
 - h. Programming
 - i. Teaching
2. Food and lodging during extended trips.
3. Ability and freedom to travel.
4. Connections/networking for possible future employment.

A note for interns:

Interns are a valuable and exciting aspect of Hike It Florida. They provide fresh perspectives, energy, and skills that complement our programs and enhance our guests' experience. We have hosted interns from a variety of majors, programs and colleges. Our management will work with you and your college supervisor to ensure that your goals and program requirements are easily and fully met. Interns are closely supervised by HIF management and regular oral and written feedback is provided. Each program and internship are different so send us a copy of yours and we'll work with you to develop a plan that will lead to glowing success! While most of our interns are not paid, compensation may be provided in the form of discounted travel, valuable trainings and experience, discounted rates for your friends and family to experience an adventure, and connections for future employment.

Application

Please type or print clearly

Full Name: _____ SS#: _____

Male DOB: _____ Age: _____

Female Drivers License # _____ State: _____

Permanent Address: _____

Phone: _____ Email: _____

Position for which you are applying: _____ Start Date: _____

Select all that apply; I am interested in Guiding Nature Hikes Geocaching Teaching Classes

Guiding Day/Night Hikes Guiding Weekend Backpacking Trips Weeklong Trips

Are there specific dates during the season that you anticipate needing time off? _____

Health and Safety

Hike It Florida is a drug, alcohol, and tobacco free organization. Violation of the drug/alcohol/tobacco policies is cause for immediate termination. Are you willing to work under this regulation?

YES NO

YES NO Are you a U.S. citizen?

YES NO Have you ever been convicted of an offense other than a minor traffic violation? If yes, please attach an explanation.

YES NO Are you in good physical condition?

YES NO Have you ever been convicted of child abuse, or any other crime in which the victim was a child? If yes, please attach an explanation.

YES NO Are you covered by health and accident insurance? Company and policy # : _____

YES NO Do you have any physical or health restrictions or conditions that may hinder your ability to meet the job requirements?

Please list the certifications / trainings that you hold that are current. Include expiration date, if applicable. Attach a photocopy of all certifications (both sides). _____

Skill Assessment

Clubs, activities, hobbies and interests: _____

Special skills and talents not already listed: _____

Organized Camp Experience: Employment, Volunteer, Participant, Director, Leader...

Camp/Organization	Position	City/State/Country	Phone	Dates
1. _____				
2. _____				
3. _____				
4. _____				

Education (include graduate programs, vocational programs, job-related training, etc.)

School/University	City/State	Degree/Major	Dates
High School: _____			
College: _____			

Work Experience *If this information is included on your resume there is no need to list it here*

Organization	Position	Contact Name	Phone	Dates

Short Answer (just a couple of sentences each)

Please type or print neatly on a separate piece of paper or in the space provided.

**Keep in mind that limited outdoor experience does not mean that you will not be offered a position, but employment is competitive.*

1. What attracts you to working in an outdoor setting? _____

2. Tell us about an adventure trip you have been on. If you haven't yet had that opportunity, please tell us about your most adventurous experience. _____

3. Give an example of something that you have taught someone else (a group or an individual). _____

4. Give us an example of a time when you held a leadership (or co-leadership) position. _____

5. Tell us about a time when you dealt with an emergency or hazardous situation. _____

6. What are two of your life goals (travel, educational, family...) _____

7. Briefly describe your experience working with youth ages 6-11, 12-17, youth at-risk, families, corporate groups, and/or special populations. _____

8. Read through Hike It Florida's mission statement and core values. How would you model these as an HIF staff member? _____

9. Please share with us anything else that you would like us to know about you and your experiences, skills, goals, etc. Use the back if needed. _____

References

Please list the 3 people to whom you have given your reference forms. No more than 1 family member. Include at least 1 employer or supervisor.

	Reference #1	Reference #2	Reference #3
Name			
Position			
Organization			
Relation			
Address			
Phone			
Email			

Commitment of Applicants

I understand that if I am employed and if any statement herein is not true I may be released immediately. If I am released, I will be paid only through the day of release.

I agree to complete a waiver of liability/acknowledgement of risk form for Hike It Florida prior to beginning any training or work.

I understand that if I am employed, I will be required to abide by all company policies, standards, and regulations, as they are updated from time to time. I further understand that if employed, when my employment is terminated, I must return all of employer's property in my custody before I am entitled to final payment of any amounts due to me on separation.

I hereby authorize Employer to contact all prior employers and any references listed herein to verify all information provided and to obtain any and all information related to my character and my past work performance. I further hereby release all references and prior employers from any liability for information provided in good faith.

I affirm that I have neither been convicted of, nor am I subject to pending charges for, any offense involving actual or attempted child abuse or sexual molestation in any jurisdiction.

I understand that this is an application for employment and no contract is being offered.

I hereby affirm and acknowledge, by signing immediately below, that all of the information provided and all my answers to the forgoing questions are true and complete, and that any misrepresentation or omission may be grounds for rejection or, if later employed, dismissal.

Applicant's Printed Name _____ Applicant's Signature _____

Date: _____