



APOGEE ADVENTURES SUMMER STAFF POSITION DESCRIPTIONS

Apogee is looking for responsible, dynamic, and motivated applicants to work in a variety of roles within our experiential-education and adventure programs throughout North America, Europe, and Latin America in the summer of 2025.

About Apogee

Apogee offers summer outdoor adventure programs to teenagers. We provide students with well-designed hiking, biking, community service, and writing programs varying in length from one to four weeks in spectacular locations throughout the United States, Canada, Europe, and Latin America. Other program activities include sea kayaking, surfing, snorkeling, stand-up paddle boarding, ice climbing, rock climbing, and whitewater rafting.

We travel in small, supportive, mixed-gender groups led by dynamic, responsible, and well-trained leaders. In this environment, Apogee's primary goals are for students to experience a strong sense of community, build their confidence, and gain a greater appreciation for the outdoors. Working together with their group, students will push themselves - physically, socially, and emotionally - to learn about themselves and achieve new heights.

We want our students to return home with a sense of accomplishment and self-confidence that carries over into all aspects of life - and we strive for our staff to gain as much from these experiences as our students.

Title: Outdoor Trip Leader

Dates: June 11 - August 6-12, 2025 (end dates vary)

Locations: North America, Europe, and Latin America

First-Year Salary: \$2,500-3,000 plus food, housing, and intra-summer travel costs included.

Minimum Qualifications: Applicants must be at least 20 years old by mid-June, 2025. Select Trip Leader positions are restricted to those 21 years old and older with a valid driver's license.

About this Position: Positions are available to lead hiking, backpacking, cycle-touring, community service, and writing programs, which include a variety of work environments ranging from camping in remote wilderness settings to indoor front country accommodations. In any setting, trip leaders must serve as excellent role models while fostering an atmosphere that is safe and welcoming to bring out the best in each student. Excellent decision-making, adaptability, risk management skills, and the ability to work effectively in a shared leadership position are important prerequisites. Previous experience working with youth and in leadership positions is also required. Trip-specific technical skills and experience (e.g. backpacking, bike touring, etc.) are encouraged but not required.

Title: Summer Assistant Director

Dates: May 28 - August 13, 2025

Location: Brunswick, Maine

First-Year Salary: \$4,300-4,600 plus food, housing, and intra-summer travel costs included.

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2025 and hold a valid driver's license.

About this Position: Starting two weeks before Leader Training begins, Summer Assistant Directors will take a more substantive role in managing trip logistics, communicating with families and partner organizations, and troubleshooting on-trip challenges. Previous experience in the outdoor industry, working with students, and an excellent history of problem solving and risk management are preferred.



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Title: Support Staff

Dates: June 11 - August 12, 2025

Locations: US & Europe

First-Year Salary: \$2,500-3,000 plus food, housing, and intra-summer travel costs included.

Minimum Qualifications: Applicants must be at least 20 years old by mid-June, 2025 and hold a valid driver's license. Select Support Staff positions are restricted to those 21 years old and older.

About this Position: New England-based support staffers work in a variety of roles, both in our office and in the field. Additional support staffers shadow our long-distance bike trips to provide support with mechanical, logistical, and medical issues. Support staffers are the first options to fill-in in the event of a trip leader getting sick, injured, or otherwise unable to lead for any period of time. Excellent decision-making, adaptability, risk management skills, and the ability to work effectively in a shared leadership position are important prerequisites. Previous experience working with youth and in leadership positions is preferred.

Title: Summer Housing & Warehouse Specialist

Dates: June 3 - August 13, 2025

Location: Brunswick, Maine

First-Year Salary: \$4,000-\$4,300 plus food, housing, and intra-summer travel costs included.

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2025 and hold a valid driver's license.

About this Position: The Summer Housing & Warehouse Specialist will be responsible for managing our equipment warehouse (coordinating pre-trip gear preparations, supervising post-trip gear de-issues, cleaning, repairing, and organizing tents, panniers, cooking equipment, etc.) as well as overseeing staff housing (both participating in and delegating cooking and cleaning roles, organizing community-events for staff between trips, etc.). Excellent organization, initiative, adaptability, and problem-solving skills, and the ability to work cooperatively are absolutely necessary. Previous experience working with outdoor equipment and in leadership positions is preferred.

Title: Summer Enrollment & Administrative Specialist

Dates: Early- to Mid-May - August 13, 2025

Location: Brunswick, Maine

First-Year Salary: \$5,000-\$6,000 plus food, housing, and intra-summer travel costs included (depending on start date and other factors).

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2025 and hold a valid driver's license.

About this Position: The Summer Enrollment & Administrative Specialist will take a primary role in tracking, organizing, and following-up on student documentation and communicating with families via phone and email, among several other administrative projects. Excellent organization, attention to detail, communication, initiative, customer service skills, and the ability to work cooperatively are absolutely necessary. Previous experience working in a professional office setting and in leadership positions is preferred.