



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 the Caribbean in the summer of 2026.

About Apogee

Apogee offers summer outdoor adventure camps for middle and high school-aged students. 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 North America, Europe, and the Caribbean.

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 to gain a greater appreciation for the outdoors, all while having lots of fun. 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 12 - August 7-11, 2026 (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, 2026. 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, bike 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. Limited positions as Support Leaders are also available. Support Leaders shadow our long-distance bike trips to provide support with mechanical, logistical, and medical issues. Support Leaders carry the same prerequisites listed above.

Title: New England Field Leader

Dates: June 12 - August 11, 2026

Locations: Primarily US, with a possibility of being assigned to trips in Europe, Costa Rica, or the Caribbean, need-dependent.

First-Year Salary: \$2,700-3,000 plus food, housing, and intra-summer travel costs included.

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2026 and hold a valid driver's license.

About this Position: New England Field Leaders will primarily be assigned to work as additional Outdoor Trip Leaders on our New England-based programming, but between gaps in trip leading assignments will work in a variety of support roles, both in our office and in the field. New England Field Leaders are the first options to fill-in in the event of an Outdoor 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.



APOGEE ADVENTURES SUMMER STAFF POSITION DESCRIPTIONS

Title: Summer Assistant Director: Operations Specialist

Dates: May 27 - August 13, 2026

Location: Brunswick, Maine

First-Year Salary: \$4,400-4,600 plus food, housing, and intra-summer travel costs included.

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2026 and hold a valid driver's license.

About this Position: Starting two weeks before Leader Training begins, Operations Specialists will take a more substantive role in managing trip logistics, communicating with families, trip leaders, 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. Excellent communication skills (written and oral) and previous experience in customer service roles are also preferred qualifications.

Title: Summer Assistant Director: Housing & Warehouse Specialist

Dates: Early June - August 13, 2026

Location: Brunswick, Maine

First-Year Salary: \$4,000-\$4,200 plus food, housing, and intra-summer travel costs included (depending on start date)

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2026 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. Throughout the season, the Housing & Warehouse Specialist will also help troubleshoot on-trip challenges. Previous experience working with outdoor equipment and in leadership/management positions is preferred.

Title: Summer Assistant Director: Enrollment & Administrative Specialist

Dates: Mid-May - August 13, 2026

Location: Brunswick, Maine

First-Year Salary: \$5,000-\$5,500 plus food, housing, and intra-summer travel costs included (depending on start date)

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2026 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. As the season progresses, the Enrollment & Administrative Specialist will also help troubleshoot on-trip challenges. Excellent organization, attention to detail, communication, initiative, customer service skills, and the ability to work cooperatively are required. Previous experience working in a professional office setting and in leadership positions is preferred.