



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 2027.

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 14 - August 7-12, 2027 (end dates vary)

Locations: North America, Europe, and the Caribbean

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 June 14, 2027. Note that the majority of Outdoor 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. In gaps between trip leading assignments, Trip Leaders may work in a variety of support roles, both in our office assisting active trips in the field.

Title: Support Leader

Dates: June 14 - August 2 or 12, 2027 (end dates vary)

Locations: New England/Quebec, Canada, and Europe

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

Minimum Qualifications: Applicants must be at least 21 years old by mid-June, 2027 and hold a valid driver's license.

About this Position: Support Leaders shadow our bicycle touring trips in the US and Europe (*Vermont to Montreal* and *Europe Coast to Coast*) to provide support with mechanical, logistical, and medical issues. Support Leaders are held to the same standard as Outdoor Trip Leaders – all of the skills needed for the Outdoor Trip Leader role are relevant to the Support Leader role, as well. Previous bicycle-touring and/or bicycle maintenance experience is preferred, but not required.



APOGEE ADVENTURES SUMMER STAFF POSITION DESCRIPTIONS

Title: Summer Assistant Director

Dates: May 25 or June 1 - August 14, 2027 (start dates vary)

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, 2027 and hold a valid driver's license.

About this Position: Starting a few weeks before Leader Training begins, Summer Assistant Directors will take a more substantive role in managing trip logistics, communicating with families, trip leaders, and partner organizations, and troubleshooting on-trip challenges. They will also actively assist with additional administrative projects, such as tracking, organizing, and following up on student paperwork and communicating with Apogee families. 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 Housing & Warehouse Specialist

Dates: Early June - August 14, 2027

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, 2027 and hold a valid driver's license.

About this Position: The Summer Housing & Warehouse Specialist will be responsible for managing Apogee's equipment warehouse (coordinating pre-trip gear preparations, supervising post-trip gear de-issues, cleaning, repairing, and organizing tents, panniers, other camping 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, problem-solving skills, and the ability to work cooperatively are essential. Throughout the summer 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.
