



OUTSIDE BRANDS 2018 APPLICATION FOR EMPLOYMENT

Applicant Name: _____ Phone Number: _____ Email Address: _____

ABOUT THIS APPLICATION: For consideration, you must fully complete this application, preferably in your handwriting. If you have a resume and/or cover letter, submit it with your application. Include, on this application, any pertinent information that may also appear on your resume. If you need more space to answer any portion of this application, attach additional pages. Once fully completed, hand-deliver your application to Tracie Martucci or Jordan Treadaway at Outside Brands Headquarters in The Plaza at Shelter Cove between the hours of 9am and 3pm Monday-Friday, or by appointment by calling 843-686-6996.

1. Are you 18 years or older? YES NO
2. Are you legally authorized to work in the United States? YES NO
3. Which of the following positions are you interested in? (check all that apply)

<input type="checkbox"/> Captain (USCG Licensed)	<input type="checkbox"/> Kayak Nature Guide and/or Instructor
<input type="checkbox"/> Stand Up Paddle Board Instructor and/or Guide	<input type="checkbox"/> Programs Marketing and Promotions
<input type="checkbox"/> Retail Sales	<input type="checkbox"/> Reservations and Customer Service
<input type="checkbox"/> Team Building Facilitator	<input type="checkbox"/> Administration
<input type="checkbox"/> Group Services	<input type="checkbox"/> Group Sales
<input type="checkbox"/> Assistant Kayak/SUP Guide / Equipment Handler (applicants between the ages of 15 & 18)	<input type="checkbox"/> Internship (must complete supplementary Internship application)
4. Which type of employment are you interested in? (check all that apply)

<input type="checkbox"/> Full Time (30+ hours/week)	<input type="checkbox"/> Part Time (up to 30 hours/week)	<input type="checkbox"/> Year Round	<input type="checkbox"/> Seasonal (Mar-Oct)
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5. Date you are available to begin work: _____ / _____ / _____
 If Seasonal, last available working date: _____ / _____ / _____

NOTE: Preference is given to applicants who are available to work through the 3rd full week in August.

6. Current Mailing Address: _____
7. Permanent Mailing Address: _____

IMPORTANT NOTE: REQUIRED TRAINING FOR ALL POSITIONS: There is extensive training involved for each position. You may be hired for one or more positions. There will be a training session for each. Please be aware of this.

If hired, you will be notified, in advance, of training expectations, dates and agenda. If applying for Captain, Guide or Instructor positions, there is a comprehensive Guide Training course that must be successfully completed. Passing this course is a requirement for guide employment. There is a cost associated with this course, part of which is refundable at the end of a successfully completed summer season. For further information, contact Tracie (tracie@outsidebrands.com) or Jordan (jordan@outsidebrands.com)

8. Professional Certifications: List certifying organization and expiration date

<input type="checkbox"/> CPR _____	<input type="checkbox"/> First Aid _____
<input type="checkbox"/> ACA/BCU _____	<input type="checkbox"/> USCG _____
<input type="checkbox"/> NAI _____	<input type="checkbox"/> Wilderness First Aid _____
<input type="checkbox"/> Master Naturalist _____	<input type="checkbox"/> Other _____



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9. **EDUCATION:** Please list High School, College and post-graduate study experience

Dates Attended	School Name	Location	Date of Graduation	Area/s of Concentration	Activities, Awards and Achievements

10. Do you have experience driving a vehicle with a trailer (single axle <20')? Yes No

11. List any foreign language experience and proficiency: _____

12. List any NOLS, Outward Bound, or related outdoor leadership experience: _____

13. List any classes, activities, volunteering, study or experience relating to nature, the environment or the specific positions you are applying for: _____

14. "I have experience in..." (check all that apply)
 Kayaking Paddle Boarding Boating Fishing Windsurfing Snow Skiing Retail Sales
 Climbing Hiking Camping Team Building Marketing Carpentry/Building Outside Sales

15. Salary Expectations: _____/hour

16. **WORK EXPERIENCE:** List 5 most recent jobs, beginning with the most recent.

Start Date – End Date	Company	Address	Supervisor	Phone	Position & Wage	Reason for leaving



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17. PROFESSIONAL REFERENCES: List 3, exclude family and personal friends

Name/Business	Phone	Address	Relationship	Length of Relationship

17. PERSONAL REFERENCES: List 3, exclude family members

Name/Business	Phone	Address	Relationship	Length of Relationship

18. List your experience in guiding, Captaining and paddling; include what, where and when: _____

19. Of all the places you have lived, what one place seemed to have the greatest concentration and diversity of life, and why?

20. What do you think it takes to be successful in the position(s) you are applying for? _____

21. What experience, skills or traits do you have that will contribute to successful employment with Outside Brands?

22. What activities, sports, or skills do you wish to learn more about? _____

23. Do you have any events or destination management experience? _____



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24. What are your goals in a position with Outside Brands? _____

25. List at least one personal and one career goal that you have, and list a resource for each that will help you achieve these goals?

26. What are your strengths? What are your weaknesses? _____

27. Where do you see yourself in 1 year? 5 years? _____

28. How will a position with Outside Brands help you to achieve your goals? _____

NOTE: While you may or may not be applying for a guiding-intensive position, most new hires are required to complete our Guide Training Program and are trained as interpretive naturalist guides. This is one of the foundations of our business. All employees are usually involved, to some degree, in guiding programs and need to be capable and prepared to do so. The position of Nature Guide does require a certain level of fitness and physical capability due to the nature of the job: moving kayaks, paddling, performing safety and rescue operations, etc. Nature guides are expected to adapt to a hot and humid sub-tropical summer environment, being outside and without shade often while working, and work that includes, but is not limited to: lifting and moving kayaks and paddleboards, paddling at a moderate intermittent pace and lifting 60 pounds or more multiple times per day. A practical skills test incorporated in the Guide Training Course. This skills test will assess your ability to perform certain kayaking related skills and rescue skills that involve lifting and towing kayaks. You must also be a capable swimmer. If you have questions about the type and/or extent of physical activity involved in this job, or the specific position you are applying for, please discuss this with the hiring manager or owner.

Guide & Instructor Applicants: to the best of your knowledge, are you prepared for and capable of the above-described level of physical activity? YES NO I DON'T KNOW

I _____ certify that the foregoing information is true and complete. In accordance with the fair credit act, I hereby acknowledge that Windsurfing Hilton Head, Inc. and Hilton Head Kayak Company, Inc. (dba Outside Brands, Outside Hilton Head, Destinations DMC) may obtain information concerning my general reputation, character, mode of living, and credit status. In the event my employment is terminated, I hereby authorize Windsurfing Hilton Head, Inc. and Hilton Head Kayak Company, Inc. to deduct from my final paycheck any debts I may owe Windsurfing Hilton Head, Inc. and Hilton Head Kayak Company, Inc. or amounts due for lost and/or damaged items for which I may be accountable.

Signature of Applicant: _____

Date: _____