



FALL SEASON GUIDE

BLACK MOUNTAIN EXPEDITIONS

About Black Mountain Expeditions (BME)

BME is a guiding company based in Black Mountain, NC. We are associated with [Camp Merri-Mac for Girls](#) and [Camp Timberlake for Boys](#) and specialize in designing custom wilderness and adventure experiences for schools and open-enrollment expedition groups. Our mission is for participants to experience growth through friends and adventure, and we do this through property-based retreats, wilderness treks and international expeditions.

Fall is our busiest season of the year. During a 2-month span, BME hosts 10+ events with participant size ranging from 40 - 225. Many of our programs involve complicated logistics, schedules, and staff teams in wilderness and on-property settings.

We are seeking emerging outdoor professionals interested in joining our fall season core guide team.

Responsibilities

- Work alongside a team of guides to lead safe and purposeful adventure education programs
- Maintain level of professionalism consistent with BME values and mission
- Facilitate ice-breakers, games, camp activities (archery, iron chef, climbing wall, lakefront, etc.), and expedition activities (backpacking, climbing, caving, mountain biking, etc.)

Most Qualified Candidates Will Have

- Some experience working with youth in adventure settings
- Desire to grow as an outdoor leader
- Group facilitation and/or guiding experience helpful but not required
- Current WFR or WFA
- Life guard certification (does not have to be current)
- 18+

Marks of Success

- Participant learning outcomes are consistently met or exceeded
- You have a strong work ethic and maintain excitement and passion for the job
- You bring value to the BME community and other BME Guides enjoy working with you
- You grow in skills and knowledge as an outdoor leader in both hard and soft skills

Compensation / Dates

- August 3 - October 1, 2026
 - Some events are back-to-back while others have breaks in between
 - Start / End dates may be adjusted once the fall schedule is finalized (typically in January / February)
- Pay dependent on experience and certifications
- Housing is provided for entire season
- Meals during events and trainings are provided during the entire contracted period
- In addition to guiding specific events, contract will include the following:
 - Training at the beginning of the season
 - Professional development opportunities during non-program days - soft and hard skills
 - Team dinners and hangouts
 - Equipment workdays