ATTRIBUTES OF A SUCCESSFUL NEW GUIDE CANDIDATE

We actively recruit mountain guides who are dedicated to pursuing excellence in guiding and teaching on the world's most beautiful and challenging mountains.

Mountain guiding is a highly demanding field which requires great physical and emotional stamina, patience, solid technical skills, strong decision-making abilities, and a passion for imparting knowledge to others. Successful mountain guide applicants will possess the following skills and certifications:

Climbing Experience: You can find a blank climbing resume on our employment page. These forms outline your experience as a climber and will ask for a distinction between a personal and a guided climb.

Basic Glacier Climbs (Aim for 3+)

- Baker, Easton Glacier
- Baker, Coleman-Deming
- Baker, Squak Glacier
- Rainier, DC
- Shuksan, Sulphide
- Eldorado, East Ridge
- Hood, Palmer Glacier
- Hood, West Crater Rim
- Olympus, Blue Glacier
- Sahale, Quien Sabe Glacier

Intermediate Glacier Climbs (Aim for 2+)

- Rainier, Emmons Glacier
- Rainier, Tahoma Glacier
- Rainier, Fuhrer Finger
- Shuksan, Fisher Chimneys
- Adams, Adams Glacier
- Hood, Cooper Spur
- Hood, Reid Glacier Headwall
- Cotopaxi, Equador
- Cayambe, Ecuador
- Orizaba, Mexico

Advanced Glacier Objectives (Aim for 1+)

- Rainier, Kautz Glacier
- Baker, North Ridge
- Baker, Coleman Headwall
- Shuksan, North Face
- Kahiltna Queen, West Face
- Moose's Tooth, West Ridge
- Denali, West Rib
- Denali, Buttress
- Chimborazo, Ecuador
- Mount Logan, Kings Trench

Alpine Climbs (Aim for 2+)

- Black Peak, NE Ridge (II, 5.3)
- Ingalls, East Ridge (II 5.7)
- Vesper Peak, Ragged Edge (5.7)
- Grand Teton, Exum or OS (II,5.7, 5.4)
- Forbidden, West Ridge (III, 5.6)
- Grand Teton, Full Exum (III, 5.7)
- Vesper Peak, Ragged Edge (5.7)
- Prusik, West Ridge (II 5.7)
- Mount Whitney, East Buttness (III 5.7)
- Dragontail, Serpentine Arete (IV 5.8)
- Stuart, Complete North Ridge (III 5.9)

Working at Alpine Ascents International

- The majority of Alpine Ascents guides work in small teams in the field. A strong worth ethic, openness to feedback, and clear communication skills are a few of the traits we look for in our staff.
- Customer service is always a priority. We expect our guides to always be professional while fostering a positive and inclusive environment for the entire team.
- Cultural Competence: At Alpine Ascents International, each of us contributes to fostering a culture of inclusion and acceptance that runs from our corporate office in Seattle to guide teams in the field. To further this goal, we all seek to develop cultural competence.

FIRST YEAR GUIDE CORE COMPETENCIES

Technical skills are extremely important to being a guide. Not only must you be well versed in performing all tasks associated with mountaineering, but you must also be able to teach these skills to people who may have little to no experience. It's one thing to perform a task, it's another to teach why and how we perform these tasks.

Fitness & Technical Climbing Ability

- Guiding requires a high level of fitness, we expect all guides to arrive prepared for long days paired with large amounts of elevation gain. Aim for these benchmarks:
- 1,500-1,600ft/hr uphill with a heavy pack.
- Ability to handle 12-14 hr climbing days consecutively
- Confidence with French Technique on firm 40 degree snow
- Comfortable climbing 50-60 degree neve & ice with 1 tool
- Able to lead 5.6 in mountain boots with crampons
- Ability to navigate over 3rd, 4th, & low 5th class rock terrain in boots comfortably
- Our clients are asked to come prepared to walk at 1,000ft/hr. Guides MUST have more fitness and endurance.

Technical Rope Systems

- Extensive knowledge of pertinent knots and hitches
- Glacier travel
- Short rope and kiwi coil
- Belaying systems in the alpine environment
- Rappelling
- Lowering
- Haul systems

Avalanche Rescue

- Beacon function check
- Two transceiver-burial drill to approximately 1 meter in depth

Crevasse Rescue

- 1:1 rescue drill (arrest the fall, build an anchor, transfer the load to the anchor, rappel into the crevasse to check on the climber, ascend out of the crevasse, set up a hauling system, haul victim out crevasse). The expectation is that the rescue drill is to be completed in a timely manner (approximately 45 minutes).
- Working knowledge of two rope team crevasse rescue systems

Mountaineering Anchors

- Picket placement and dead-man anchors for the given snow conditions
- Equalization of multi-point anchors

Navigation and Route Finding

- Whiteout navigation using a personal GPS/map/compass
- GPS - communicate current UTM location, navigate from waypoint to waypoint
- Map/Compass - declination, magnetic / true north. shooting / taking bearings
- Route finding and terrain assessment

Required Certifications:

- Current Wilderness First Responder (WFR) or equivalent
- Current CPR Certification
- Level 1 Avalanche Training
- Avalanche Rescue Course
- Leave No Trace Trainer Certification
- WA State Food Worker Card

New for 2026:

- Guide applicants must have completed the AMGA Alpine Guide Course, Alpine Snow & Glacier Module, or the Alpine Skills Course to be considered for employment.

Preferred Certifications:

- Pro 1 Avalanche Training

Next Steps: APPLY

Qualified applicants will be invited to attend a 10-Day New Guide Training / Assessment in mid-April. This training is designed to familiarize guides with the teaching methods and philosophy of Alpine Ascents guiding. Those who successfully complete this training will be scheduled for the summer season and are expected to be available from May - Mid-September. Housing is provided for guides between most trips.