

BRNW

Route Crew Job Description

Bicycle Rides Northwest (BRNW) is a nonprofit organization that operates bicycle tours each summer. We've been doing tours since 1986, and we have a reputation for the best customer service in the business. Our crew members are temporary employees of the organization, and they're paid a salary for each event. We work very hard, while enjoying the camaraderie of a shared team adventure – serving our riders while having as much fun as possible doing it.

The Route Team is made up of three people – the Route Director, Route 2 and the Water Manager.

The Route 2 position requires:

- Good navigation and driving skills
- Strong organizational skills and attention to detail
- Clear and collaborative communication
- Flexible thinking
- The ability to do physical labor, including lifting and moving equipment
- Enjoying being around many people
- Making rational on-the-spot decisions
- An upbeat nature and customer-service focus
- The willingness to step in and do whatever is necessary to get the job done
- A current driver's license and the ability to drive a rental vehicle
- A clean driving record
- Current First Aid and CPR certification (we will pay for training if needed)

Route 2 duties include, but are not limited to:

- Picking up route signage and water-stop equipment each day and deliver to camp
- Working the route each day, helping support crews as needed
- Helping take down/clean up the morning camp

Logistics:

- Work behind the last riders and pick up route signage behind them
- Pick up all water-stop equipment along the route after riders have passed through
- Deliver route signage to the Route Director in camp each evening
- Deliver water-stop equipment to the Water Manager in camp each evening

The week before the ride:

If available, you may be asked to assist in picking up vehicles and loading equipment, bikes and supplies for both tours (you'll be paid extra for this). You may also be asked to help unload and clean equipment, and return vehicles to the rental site after the last ride (usually on Sunday).

After each ride

At the end of each ride, all crew members are expected to stay until all work is done and riders have dispersed. End-of-ride clean-up include cleaning all equipment before storage. Please be prepared to help each other and pitch in when needed, even if the task is not on your job description.

Travel to/from the ride start:

- The crew will leave on Friday.
 - We will travel to a specified destination (our first event camp or an intermediate spot) and stay overnight
 - We'll have a crew meeting Friday evening
 - Depending on the distance, we typically drive all the way back to Bend on the last day of a ride.

- We have a “crew party” after the second (or furthest) event each year, which includes an overnight stay and a celebratory meal
- We will pay for lodging and all meals going to and from the event.

Compensation and logistics

- Pay is dependent upon seniority.
 - Minimum first-year compensation is \$900 per event.
 - Pay increases \$100 per event in your second year, and an additional \$100 in your fourth year.
 - We pay \$100 more for working the ride that starts the farthest from Bend, for the additional travel time.
 - We pay a bonus of \$100 per event for driving a vehicle on an event, and an additional \$100 if you drive a vehicle to/from the event.
 - We pay a bonus of \$100 if you work both rides in one year.
- We provide all meals, and you have access to other amenities available to the riders (showers, towels, coffee)
- You supply your personal items, including the equipment needed for your sleeping arrangements.
- You can bring musical instruments and bicycles (or other “toys”) for use during off-work hours, with the approval of your Team Director.

For this to work, it's critical that you be a TEAM PLAYER, and be pleasant at all times. The reason we all do this – crew and riders – is to have fun!

