

BRNW

Sustainability Team – Job Description

Bicycle Rides Northwest (BRNW) is a nonprofit organization that operates road-bike 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, 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.

We typically have six people on our Sustainability Team crew for each ride, including and supervised by the Sustainability Director.

This position requires:

- Ability to work with crew members of all ages
- Diplomacy and tactfulness with crew, riders and vendors
- A commitment to reducing waste
- The ability to educate people about the impact of their choices in a non-preachy way
- A great work ethic and a lot of energy
- Excellent customer service skills
- Open, collaborative communication
- Flexible, creative thinking
- Enjoying being around many people
- The ability to make rational on-the-spot decisions
- An upbeat nature and sense of humor
- The ability to do physical labor, including lifting and moving heavy equipment
- The willingness to step in and do whatever is necessary to get the job done
- A current driver's license and a clean driving record, meeting age requirements for rental vehicles, and the ability to drive a U-Haul box truck
- Current First Aid and CPR certification (we will pay for training if needed)

Sustainability Team duties include, but are not limited to:

- In camp each day:
 - Set up and take down garbage/recycling stations near Sustainability
 - Transport, set up and take down the Sustainability flutter flag
 - Informally guide/assist sorting for riders/crew: food compost, recycling and waste
 - Wash reusable mealware after each meal, using a portable dishwasher and other methods as needed
 - Work with other teams to manage compost, recyclables and waste streams
 - Deliver compost, recycling and trash to designated locations in camp or in nearby towns
 - Clean up debris during the day and after riders have left camp; always leave the camp cleaner than when we arrived
 - Clean and pack up waste/recycling/compost stations
- End of ride: Clean all equipment, and let it dry before returning to the vehicle or storage

Additional duties may include:

- Driving a vehicle to, from and during the ride
 - Must have a current driver's license and a clean driving record, and meet the age requirements for rental vehicles

Before, after and between rides:

If you are available, you may be asked to assist in picking up vehicles and loading equipment and supplies (you'll be paid extra for this). You might be asked to drive vehicles to the starting location of each ride. You may also be asked to help unload and clean equipment, and return trucks to 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 an extra \$100 per event if you drive a vehicle on an event, and an additional \$100 if you drive a vehicle to/from the event.
 - We pay \$100 more for working the ride farthest from Oregon, for the additional travel time.
 - We pay a bonus of \$100 if you work both rides in one year.
- These are camping tours, so you'll need to bring a tent and bedding. We provide all meals, and you have access to other amenities available to the riders (showers, towels, coffee).
- 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!

