

## **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 have a reputation for the best customer service in the business. Our crew members are temporary employees of the organization, and are 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 two people – one crew member and the Route Director.

#### **This position requires:**

- Good navigation and driving skills
- Strong organizational skills and attention to detail
- Clear and collaborative communication
- Flexible thinking
- 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 crew duties include, but are not limited to:**

- Helping manage any water stops along each day's route
- Pick up route signage and water-stop equipment each day and deliver to camp
- Work the route each day, helping support crews as needed
- Help take down/clean up the morning camp

#### **Logistics:**

- Work back to last riders and pick up route signage behind them
- Deliver route signage and water-stop equipment to Route Director 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 (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). **Travel to/from the ride start:**

- For most tour locations, the crew will leave on Friday and stay overnight on the road.
  - We will travel to a specified destination (our first event camp or an intermediate spot) and stay overnight
  - We'll have a crew meeting that evening
  - Depending on the distance, we may drive all the way back to Bend after the ride. We also may stay overnight in the finishing town, or somewhere on the way back to Bend.
- We have a "crew party" after the second event each year, which includes an overnight stay and a celebratory meal
- We will pay for any 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 an event vehicle.
  - 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!***

