



Equipment Shop American Alpine Institute

Home of The Guides Choice Testing Program | Alpine Equipment & Clothing

Equipment Specialist Position

18.66/hour

The American Alpine Institute is seeking competent and dependable people who are enthusiastic about helping the outdoor community, climbing, and working for a company that is committed to providing the best mountain education in America.

Position Application Period closes on April 4th, 2025

Introduction to the Position

As an Equipment Specialist you will be employed part-time during the primary climbing season at the American Alpine Institute, which runs from April to October. Employment will begin in April, and the position finishes with our end-of-season gear sale and market, which usually happens mid-October.

As an Equipment Specialist you play an important role in supporting programs during the busiest time of Washington's climbing season. Your primary responsibilities are threefold: sending trips out during our early morning rendezvous, assisting trips returning from the mountains in the late afternoon, and maintaining equipment, vans, and our mountain center. In addition to these duties, you will assist in retail and rental sales.

Introduction to the Shop

The American Alpine Institute (AAI) is a mountain school and guide service based in Bellingham that operates in 6 states and 16 countries. Many national reviewers have judged the Institute to be the best business of its kind in North America. We are grateful for the praise and work hard to re-earn that reputation every day.

The Equipment Shop was established to provide the highest quality equipment to participants on AAI courses and guided experiences as well as to outdoor adventurers in the general public. Our retail shop focuses on the best gear available for mountain sports as well as renting gear to program participants and the public. Staff in the Equipment Shop supplement the sale and rental with education that is based on a thorough knowledge of the gear.

The Equipment Shop also plays a major role helping the guides who work at the Institute. The shop processes sales of gear to guides, helps them check out technical and specialized gear that is needed on some courses, and repairs damaged gear. Occasionally equipment specialists ferry gear to guides in the field or trade out vans that are having trouble remotely.

Desired Qualifications of the Candidate

The successful applicant will have most of the following attributes:

- Ability to work well not only as a team, but also alone
- Excellent task management and prioritization skills
- Excellent communication skills
- Willingness to both learn and teach
- Flexibility in scheduling, especially in morning and evening, including on weekends.
- An ability to work with a high level of energy, commitment, and personal responsibility
- Experience using climbing, mountaineering, and backpacking equipment.

Personal characteristics of the candidate

- Strong work ethic
- Honest and dependable
- Enthusiastic personality (!)
- Sense of humor (Ha!)
- Pride in work and a sense of achievement in bringing tasks to completion
- Ability to provide and receive feedback

Hours

The Equipment Specialist position is a part-time position running from mid April-October. Expect to work 20-30 hours a week, but there is some flexibility. You can also expect to, at times, work more hours if it is especially busy. The position includes working on any day of the week, as well as mornings and evening programs while on-call. Trips are scheduled to return in the late afternoon, but delays are not uncommon.

Compensation and Benefits

WAGE: Starting at 18.66 per hour, with opportunity for promotion.

TIME OFF: We have a flexible time-off dynamic in the shop that allows employees to take time off to make special trips happen. We are all interested in recreating outside ourselves, and quality time to play in the mountains is important. We run on a 'give and get back' dynamic, where we cover each other to take off a long weekend of day off to get out. If there are longer periods of time off that you'd like to request outside of the

busy season, team members are asked to do so well in advance, then we can make it happen.

BENEFITS:

- Employees at the AAI receive discounts for items sold in our gear shop.
- Eligibility to apply for many industry pro deals with companies that we work with in our shop, such as La Sportiva, Rab Equipment, Black Crows, Arc'teryx, and Petzl, among others.

Application Process

- Complete a Wufoo application form here:
<https://alpineinstitute.wufoo.com/forms/z2llbw60ymnmd8/>
- Include an up-to-date resume
- Include a cover letter

Your cover letter is a very important part of the application. In addition to providing us with an introduction to who you are (perhaps touching on where you've been and where you're going in life), would you please specifically address the following questions:

1. Why do you feel this job could be a good fit for you, in terms of both duties and hours?
2. How do you meet the desired qualifications?
3. What aspects of the work do you think you would enjoy the most?
4. If you do not live right in Bellingham, please explain how you will be able to work shifts without it being very inconvenient because of your commute.

Thank you in advance for your application and letter!

AAI is an Equal Opportunity Employer

For further information contact:

AMERICAN ALPINE INSTITUTE, LTD. 4041 Home Road Bellingham, WA 98226

Mike Madsen

Email: mike@alpineinstitute.com

(360) 671-1570

To apply for this position, please log onto: