



Activities & Excursions Manager

About Wahous Wilderness Lodge

Located on traditional Ahousaht territory, Wahous Wilderness Lodge offers a unique blend of luxury and adventure nestled in the heart of Clayoquot Sound. Our lodge features 16 premium guest rooms, a sophisticated lounge and restaurant, spa facilities, eco-tour activities, and a one-of-a-kind longhouse. Beyond our seasonal eco-tourism activities (May to October), we also host transformative healing and wellness programs for youth and adults.

About MHEI

MHEI is dedicated to fostering economic development that benefits the Ƨaḥuusʔatḥ musčim. We adhere to the principles of transparency, equity, and accountability while upholding our core values: *lisʔakstaḷ* (respecting one another), *Haḥuupstaḷ* (teaching one another), *Yaʔakstaḷ* (caring for one another), and *Huupiiʔaḷ* (helping one another).

What You'll Do

The **Activities & Excursions Manager** is responsible for designing, managing, and delivering a diverse and memorable portfolio of guest activities and excursions at Wahous Wilderness Lodge. This role ensures all offerings are safe, engaging, culturally authentic, and of the highest quality while being directly guest-facing. The manager leads a small team of guides, manages and maintains all activity equipment, sources new gear, and oversees complimentary, soft, and paid experiences—all reflecting the lodge's identity as part of the Nu-chal-nuth Nation and its commitment to cultural stewardship, sustainability, and guest education. This is a fixed-term contract position with the potential for future contracts or Extensions. The role requires adaptability, resilience, and a commitment to delivering exceptional guest experiences at all times.

Key Responsibilities

1. Activity & Excursion Management

- Design, schedule, and execute a range of experiences, including:
 - Outdoor adventures: hiking, kayaking, cycling, paddle boarding, motorized excursions
 - Wildlife experiences: whale watching, bear watching
 - Cultural and ecological experiences: tree planting, kelp harvesting, and guided tours that showcase the Nu-chal-nuth Nation's traditions, stories, and deep connection to the land
- Rate each activity by fitness and skill level (beginner, intermediate, advanced) and clearly communicate requirements to guests.
- Lead activities directly, engaging with guests to provide exceptional service and immersive experiences.
- Ensure all activities reflect the lodge's cultural values, environmental stewardship, and respect for the land.
- Collaborate with the Company's finance function in the development, implementation, and ongoing monitoring of departmental budgets, providing operational input, supporting variance analysis, and contributing to forecasting and financial planning processes.

2. Team Leadership

- Recruit, train, and supervise a team of guides, fostering a culture of safety, professionalism, cultural awareness, and guest-focused service.
- Lead team meetings, provide ongoing coaching, and conduct performance evaluations.
- Coordinate staffing to ensure coverage for all complimentary, soft, and paid activities.

3. Equipment & Operations Management

- Oversee all activity equipment, including kayaks, paddle boards, life jackets, bicycles, and other gear.
- Source, purchase, and upgrade equipment to maintain high-quality experiences.
- Develop and enforce gear maintenance schedules to ensure all equipment is safe, functional, and well-maintained.
- Conduct regular inventory checks, manage repairs, and coordinate with suppliers or service providers.
- Oversee watercraft and water-based operations, ensuring safety compliance and operational readiness.

4. Safety, Guest Experience & Cultural Stewardship:

- Champion safety across all activities, ensuring guides and guests are briefed on protocols and risk management.
- Serve as a primary point of contact for guests, delivering hands-on guidance, support, and exceptional service.
- Monitor guest feedback and activity performance, making continuous improvements to enhance satisfaction.

- Maintain accurate records of activity participation, gear usage, and operational metrics.
- Represent and share the Nu-chal-nuth Nation's culture, values, and stewardship practices with authenticity and pride.

What You Bring

Qualifications

- Minimum 3–5 years' experience in adventure tourism, outdoor recreation, or related fields.
- Proven leadership experience managing small teams in hospitality or outdoor settings.
- Strong knowledge of wilderness safety, first aid, and risk management.
- Experience sourcing, maintaining, and managing activity equipment.
- Excellent organizational, communication, and problem-solving skills.
- Passion for sustainable tourism, environmental stewardship, and cultural experiences.
- Comfortable leading activities and engaging directly with guests.
- Understanding of and respect for Nu-chal-nuth Nation culture, traditions, and values.

Physical Requirements

- Must be physically fit and able to lead outdoor activities in variable weather and terrain.
- Ability to lift, transport, and maintain equipment as needed.
- Onsite role at Wahous Wilderness Lodge; must be comfortable living and working in a remote location with boat access only.
- Hours are flexible to accommodate seasonal demands, with shorter days during quieter periods and longer, more intensive days during high season.

What We Offer

- Competitive salary based on experience
- Two (2) weeks vacation to start.
- Potential for performance based bonus.
- On-site accommodation with meals included.
- A diverse and engaging work environment.
- High level of responsibility and autonomy.
- Opportunities for professional growth and learning.

How to Apply

Send your resume and cover letter to gm@wahouswildernesslodge.com and tell us what makes you the perfect fit for this role and why you're excited to join the Wahous Wilderness Lodge

team.

The Activities & Excursions Manager will be based in Quait Bay.

We are committed to creating a diverse workplace community. If you require accommodation during the selection process, please contact us. Only applicants selected for an interview will be contacted.

Elevate your career and be part of something extraordinary at Wahous Wilderness Lodge!