

# EMPLOYMENT INFORMATION



## PARTICIPATE IN THE ADVENTURE

Sequoia & Kings Canyon National Parks offer breathtaking scenery, the world's largest trees, the majestic Sierra Nevada Mountains, diverse wildlife, vibrant wildflowers, cascading waterfalls, deep canyons, and hidden caves. Iconic landmarks include Kings Canyon, one of the deepest in the country, the towering General Sherman Tree, and Mt. Whitney, the highest peak in the continental United States.

While working here, you'll gain unforgettable experiences, form lasting friendships, and play a vital role in supporting these treasured landscapes.

Spending a summer in these parks is rewarding but not a vacation. Apply only if you can meet our requirements.

We verify applications, check references, and conduct background checks. If offered a position, you must consent to a background check, and some roles require a full federal screening.

We seek motivated individuals who love nature and parks. Serving over two million visitors annually, SPC upholds high standards. Experience in retail, education, biology, geology, or natural history is helpful. We expect hard work, dedication, professionalism, and teamwork.

Most positions run from May to September, October, or November, with some starting as early as March. Longer availability increases hiring chances. Employees average 40 hours per week but must be flexible with schedules, including weekends and holidays.

Summer employees do not receive vacation time or extra days off. Rehire eligibility depends on completing agreed work dates. Apply only if you can commit to your availability.



## EMPLOYMENT BENEFITS

- 25% discount on merchandise in SPC park stores
- Free one year membership in SPC
- Free Field Institute programs and cave tour participation
- Discounts in most other national park visitor centers
- Potential for Seasonal Employee awards
- Wage increases for returning seasonal employees
- Paid sick leave

Most jobs are seasonal and employees do not receive medical insurance, retirement benefits, paid holidays, or vacation. Year round employees are eligible for a full benefit package and when job openings occur we often hire from among our staff.

# WHAT YOU SHOULD KNOW

Working in Sequoia and Kings Canyon National Parks exposes employees to people visiting from around the world, and the Conservancy sees recommended vaccines as one tool to keep staff, volunteers, and local communities healthy, safe, and operational.

## About Sequoia Parks Conservancy (SPC)

- SPC is a nonprofit organization, not a government agency.
- SPC supports Sequoia & Kings Canyon National Parks and Lake Kaweah through education, conservation, and fundraising.

## Housing & Food

- Cost: \$350-\$500/month (deducted from bi-weekly paycheck). Housing costs are determined by NPS.
- Accommodations: Shared (two people per cabin) with basic furniture. Employees must provide their own food, cookware, and linens.
- Facilities: Cabins/RVs include a kitchen area; separate shared restroom/shower facilities nearby.
- Eligibility: Employees must be at least 18 years old to live in Park housing. *Housing is not available for spouses, children, or pets.*
- Location Assignments:
  - Lodgepole, Giant Forest, and cave employees may live in Park housing or an RV
  - Foothills and Lake Kaweah employees must find their own housing in local communities. Housing in Three Rivers is limited
  - Grant Grove employees need to find housing outside of the park but on occasion park housing may be available
- Commute Times:
  - Three Rivers → Giant Forest: 45-60 minutes
  - Visalia → Giant Forest: 90-120 minutes

## Communication & Internet

- No cell phone service or internet in the Parks.
- Free WiFi available at Grant Grove, Wuksachi Lodge, and the Lodgepole employee recreation room.
- No phones are available in employee housing.

## Transportation

- Employees must arrange and pay for their own transportation to and from the Parks at the start and end of the season.
- Employees must provide their own daily transportation to job sites.
- SPC vehicles may be available for transporting Cave Naturalists to the cave.
- Visitor center employees at Lodgepole & Giant Forest must have their own transportation.

## Working Outdoors

- Jobs may require work on trails, cross-country routes, and various outdoor settings in all weather conditions (heat, cold, inclement weather, varying air quality).
- Employees may work in unpredictable environments in early mornings, daytime, evenings, and nights.
- Potential hazards include:
  - Rockfall and lightning
  - Wildlife encounters (bees, wasps, black bears, etc.)
  - General risks of working in nature

## Working at the Cave

- Remote and rustic location. Employees may be transported via SPC vehicles but may need to drive their own car at times.
- Employees must walk a steep ½-mile trail multiple times daily.
- Restrooms available at parking lot. No restrooms at the cave.
- Additional hazards along the cave trail include:
  - Falling rocks from surrounding cliffs
  - Potential encounters with rattlesnakes, wasps, and bears

## Policy Regarding Use and Possession of Cannabis

As of January 1, 2024, employers in California with five or more employees are prohibited from discriminating against an applicant or employee for using cannabis off-duty and away from the workplace. Even though cannabis is legal in California, *it is not legal under federal law*. You cannot possess cannabis on federal lands like national parks, even if the park is in California. While on federal property, including all employee housing, all staff must adhere to the Code of Federal Regulations regardless of any state laws concerning the use and possession of cannabis.