

HAKUBA SNOWSHOE

Snowshoe Guide – Hakuba (Part-Time Winter Position)

Position Summary

We are seeking experienced and enthusiastic Snowshoe Guides to join our winter outdoor activity team in Hakuba Valley, Nagano.

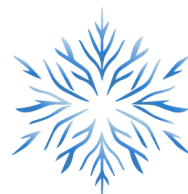
Snowshoe Guides will lead guests through snow-covered wilderness areas, forest trails, and mountain environments around Hakuba, providing safe, educational, and memorable winter experiences. Guides are responsible for guest safety, group management, route selection, and delivering a high-quality outdoor experience.

Key Responsibilities

- Lead and assist half-day, full-day, and evening snowshoe tours.
- Manage guest safety, wellbeing, and enjoyment throughout each tour.
- Plan and adjust routes according to snow conditions, weather, terrain, and guest ability.
- Use map, compass, GPS, and navigation skills for route finding and decision-making.
- Provide safety briefings, first aid response, and emergency management when required.
- Monitor group movement and maintain effective communication throughout tours.
- Select safe and enjoyable terrain suitable for the group and conditions.
- Share knowledge of the local environment, nature, and winter conditions.
- Prepare and manage guest equipment, personal gear, and tour supplies.
- Assist with vehicle preparation, guest transportation, and tour logistics.
- Maintain company equipment and assist with cleaning, drying, and resetting gear after tours.

Essential Requirements

- Valid **Japanese Driver's License or International Driving Permit (IDP)** with confident winter driving ability.
- Strong English communication skills and ability to interact professionally with international guests.
- Previous hiking, trekking, snowshoeing, touring, or outdoor guiding experience.
- Strong navigation and route-finding skills (map, compass, GPS).
- High level of fitness and ability to work outdoors in all winter conditions, including snow, wind, rain, and changing terrain.
- Ability to manage groups safely in winter environments, including forests, uneven terrain, and challenging snow conditions.
- Professional, reliable, friendly, and guest-focused attitude.



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Preferred Qualifications

- Wilderness First Aid or equivalent certification.
- Avalanche safety training or experience.
- Outdoor guide, instructor, or leadership certification.
- Experience working as a tour guide or providing guest services.
- Previous experience guiding in Hakuba or similar mountain environments.

Visa Requirements

Applicants must be legally entitled to work in Japan.

International applicants must hold, or be eligible to obtain, a valid **Japanese Working Holiday Visa** or other valid work authorization before commencing employment.

Visa sponsorship is not available for this part-time seasonal position.

Employment Details

Location: Hakuba Valley, Nagano Prefecture, Japan

Position: Part-time Seasonal Winter Employment

Season: December–March (subject to snow conditions)

Schedule: Flexible shifts including weekends, holidays, and peak winter periods

Staff accommodation is not provided for this position.

What We Offer

- Competitive hourly wage.
- Flexible part-time schedule.
- Training and operational support.
- Opportunity to work in one of Japan's most internationally recognized mountain destinations.
- Supportive and professional outdoor team environment.

How to Apply

Please submit:

- CV/resume.
- Cover letter outlining relevant outdoor and guiding experience.
- Details of first aid, avalanche, driving, and other relevant qualifications.

Successful candidates may be required to provide proof of qualifications, driving eligibility, and work authorization in Japan.