Available Position: Dockhand I

North Lake Tahoe Boat Rental is currently accepting applications for available positions for Summer 2025. Must have housing in NORTH LAKE TAHOE to be considered. We are in a housing shortage and it is extremely difficult to relocate.

Position : Dockhand I

Pay: Starting at $16.50 an hour + pooled tips

Work Site: 7220 North Lake Blvd, Tahoe Vista, CA 96148

Training: May 14, 15, and 16th. Two week probationary training period May 17th - 31st.

Season: June 1st through October 15th, advancement opportunities, year round employment for the right candidates

Full Time: 4 days a week, 10.5 hours a day

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If you’re passionate about working outside, love being on the water, and thrive in a team environment, North Lake Tahoe Boat Rental (NLTBR) is the place for you. Whether your love for boating has just started or has been a lifelong passion, we’re here to support your growth. We believe in open communication and fostering an environment where employees feel valued and empowered. At NLTBR, we’re not just offering a job; we’re offering an opportunity to build your career, develop new skills, and enjoy the beauty of Lake Tahoe every day. You’ll be trusted with independent projects to expand your knowledge, with guidance readily available to help you succeed.

Pay is based on productivity and advancement, not just years of experience—because we value hard work, growth, and results. Join our team and make your summer one to remember, surrounded by the stunning waters of Tahoe and a team of passionate, motivated individuals.

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Dockhand I Job Description

Working outdoors from 7:30AM to 6:00PM, 10.5 hour days, 1 hour lunch, 4 days a week.

Work as a part of a team to provide a great experience for all guests. We provide a 5-star experience to all of our guests and create a welcoming environment at every touch point.

Greet groups and check them in/out using iPads.

Actively communicate via phone/text with your assigned groups each day.

Maintain a clean and presentable boat before every rental.

Maintain safety equipment aboard the vessel.

Assists guests in transporting personal belongings.

Deliver a safety speech to guests before every rental.

Fuel boats multiple times daily.

Drive our mooring customers to their personal boats on our dinghies.

Assist/learn in basic mechanical work on the boat, maintenance and repairs.

Cleaning the dock area, upkeep of bathrooms, taking out trash, organizing life jackets and supplies.

Miscellaneous duties related to rental operations as needed.

Asking customers for Google reviews and following up their experience to constantly improve our service.

Knowledge of Lake Tahoe is a plus, but NLTBR will teach and educate the right candidates.

In addition you will have required tasks related to the ADDITIONAL SKILLS we have requested, after the rentals have departed for the day.

Qualifications

We’re looking for team players who are:

* Hardworking and reliable: You can work early mornings, long hours, and weekends/holidays during peak season.
* Team-oriented: You enjoy collaborating with others to achieve shared goals.
* Self-motivated and accountable: You’re proactive, can follow through on tasks, and work independently after training.
* Physically capable: Able to lift up to 50 pounds and comfortable working outdoors in various conditions, including inclement weather.
* Customer-focused: Friendly, professional, and willing to go the extra mile to create memorable guest experiences.
* Passionate about learning: You’re eager to develop new skills and apply them to your work.

Additional Requirements:

* California Boater Safety Card (must be obtained within 1 week after training).
* Ability to swim and enjoy working around the water.
* Reliable transportation to arrive at work before 7:30 AM daily.

Desirable additional skills:

Social Media engagement- Increasing Following on Facebook, Instagram and Tik Tok

Google- Analytics, Photos, Reviews

Photo/Video editing skills- Commercials, Tik Toks, Instagram Reels, Stories, Drone Piloting

Marketing Expertise- Non-paid advertising, Facebook marketing, Target Marketing

Accounting Experience- Quickbooks, Tax Reduction Strategies

Technical abilities- Website building (word press), SEO, Blogging experience

Mechanical knowledge- Volvo Penta experience, Boat repairs, Car repairs, Electrical, Audio.

Disqualifications for the position

Looks for ways to get out of work

Not good with people, lack of ability to entertain

Needs to be told what to do and cannot come up with plans or tasks on their own

Can only work individually and not as part of a team

Cannot work in wind, waves, rain, or other variable weather

Compensation/benefits:

Starting $16.50 per hour with limited experience + pooled tips (summer average $3,500-$7,000). Paychecks are distributed bi-weekly.

Company Uniform (includes bathing suits, shirts, sweatshirts, hats.)

Three day weekends for more personal time in the summer

Company boats for personal use on days off (depending on availability)

Occasional (weekly minimum) Employee Meals/Coffee/BBQ - Cooked on site or bought for employees

Company is required to withhold applicable federal taxes from paychecks.

Overtime and bonuses

Covered for work related injuries/illnesses by our maritime insurance.

Unemployment insurance.

Employees reimbursed for educational expenses related to employment or advancing education.

Apply by emailing Northlaketahoeboatrental@gmail.com with a brief resume and cover letter answering the following questions:

1) Why do you want to work for NLTBR (North Lake Tahoe Boat Rental)?

2) Where do you currently live? Can you be reliable about getting to work at 7:30 am each day?

3) Do you need any time off during peak times in the summer 2024 (June-August)? Can you attend training in early May?

4) Check our Instagram, Tiktok, Facebook, Google or Website. What is something that you see that we should fix or improve on?

5) What are you proactive (could be hobbies or other talents) about in your life? How do you consistently develop yourself outside of work?

6) Where would you volunteer/work if you had all the money you need?

Job Types: Full-time, Seasonal

Schedule: 4 Days a week, 10 hour shifts

Pay: $16.50 - $20.00 per hour + pooled tips