



Wilderness Scotland

Wilderness
Culture

Wilderness Ireland

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Introduction

Back in those early days of Wilderness Scotland, it's fair to say we didn't give a whole deal of thought to company culture. In fact, most thoughts were occupied with remaining calm in the face of dial-up internet and wondering if our next trip would have more guides on it than guests. The thought of actually employing someone seemed a rather distant pipe dream.

Roll forward some 15 years and it's with great pride and delight to see Wilderness Scotland formally recognised as a "Great Place to Work" and one of the UK's best workplaces. What does a "Great Place to Work" actually look like? There's no easy answer to this but for Wilderness Scotland and sister Wilderness Ireland, it seems to be a place where people genuinely care about each other; where your colleagues are your friends; where everyone's view counts; where incredible customer service is the norm; where work is fun and has purpose; and where you're guaranteed cake on your Birthday.

These are just my views. What really matters is what the Wilderness Team think about work and what we're trying to achieve in this special and remote corner of the world. Thank you to everyone for sharing a little of what makes this such a Great Place to Work.



Our values

Team Wilderness has a fundamental set of values and beliefs which are an integral part of our culture. They guide our daily behaviours and the decisions we make. They unite us a team and help us achieve our goals

Inspirational

Our adventures will inspire our team,our customers, our partners, the industry and wider public.

Professional

We will be professional in everything we do, delivering exceptional customer service thatexceeds expectations and sets standards for the industry.

Sustainable

We are working hard to be a sustainable enterprise and we will do good by doing well.

Innovative

We will seek out continuous improvement in everything we do. What passes for excellence now will be considered mediocre in the future.

What we do

Wilderness Scotland and Wilderness Ireland are at the vanguard of adventure travel, specialising in offering an inspiring range of tours, journeys and wilderness experiences in the most remote and beautiful regions of Scotland and Ireland.

Our innovative, professional and friendly approach merges the best locations with authentic local experiences, charming accommodation and Ireland and Scotland's increasingly strong reputation for fresh and creative cuisine. Adding all of this together with our outstanding team of wilderness guides who know where we operate so intimately, means we're confident our travellers will have an incredible experience when they travel with us.

We know that what passes as excellent today, will be mediocre in the future and this pushes us to constantly look for improvements within our teams and ultimately to provide our customers with exceptional service and the best adventure travel experience.



The future

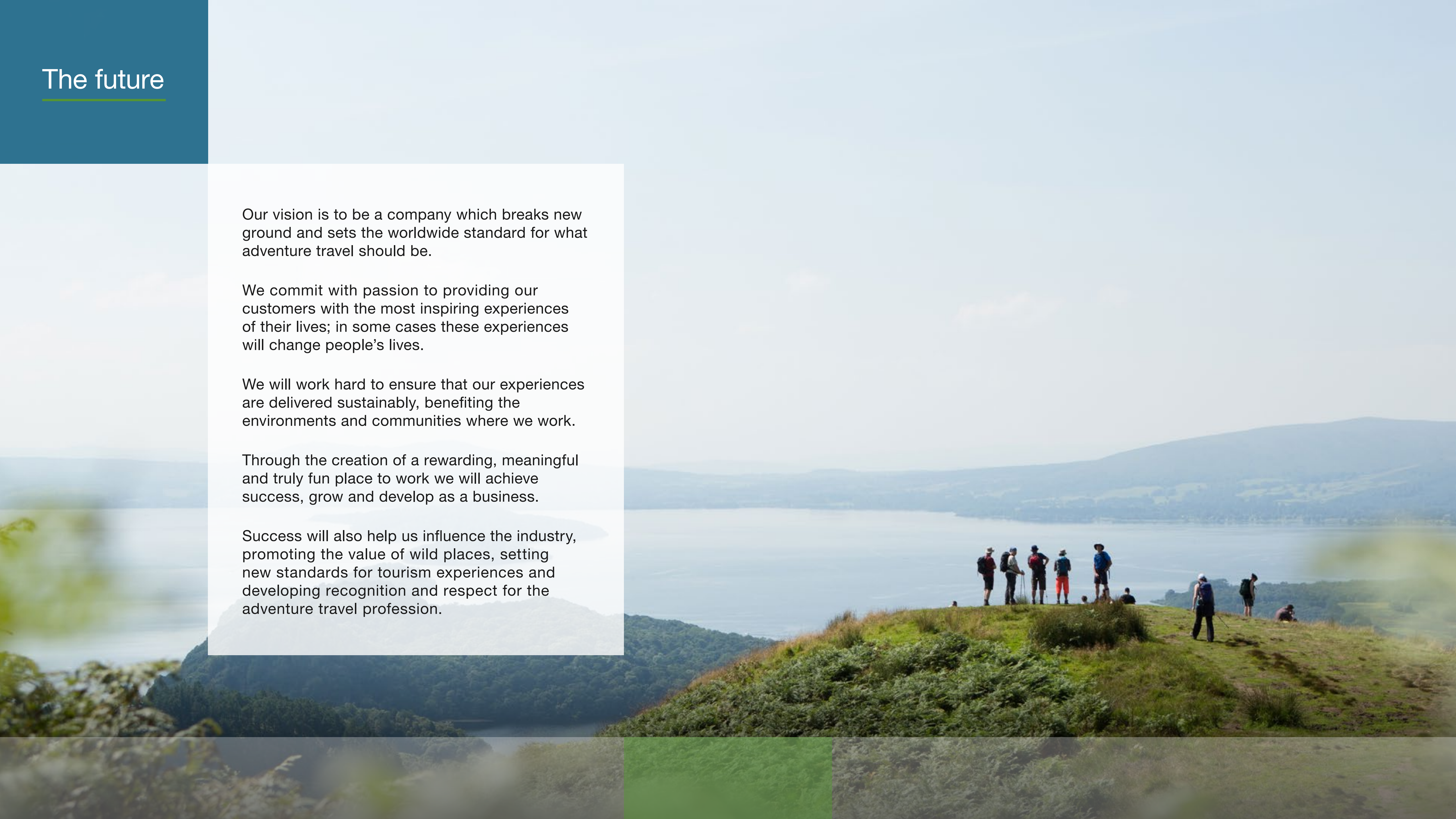
Our vision is to be a company which breaks new ground and sets the worldwide standard for what adventure travel should be.

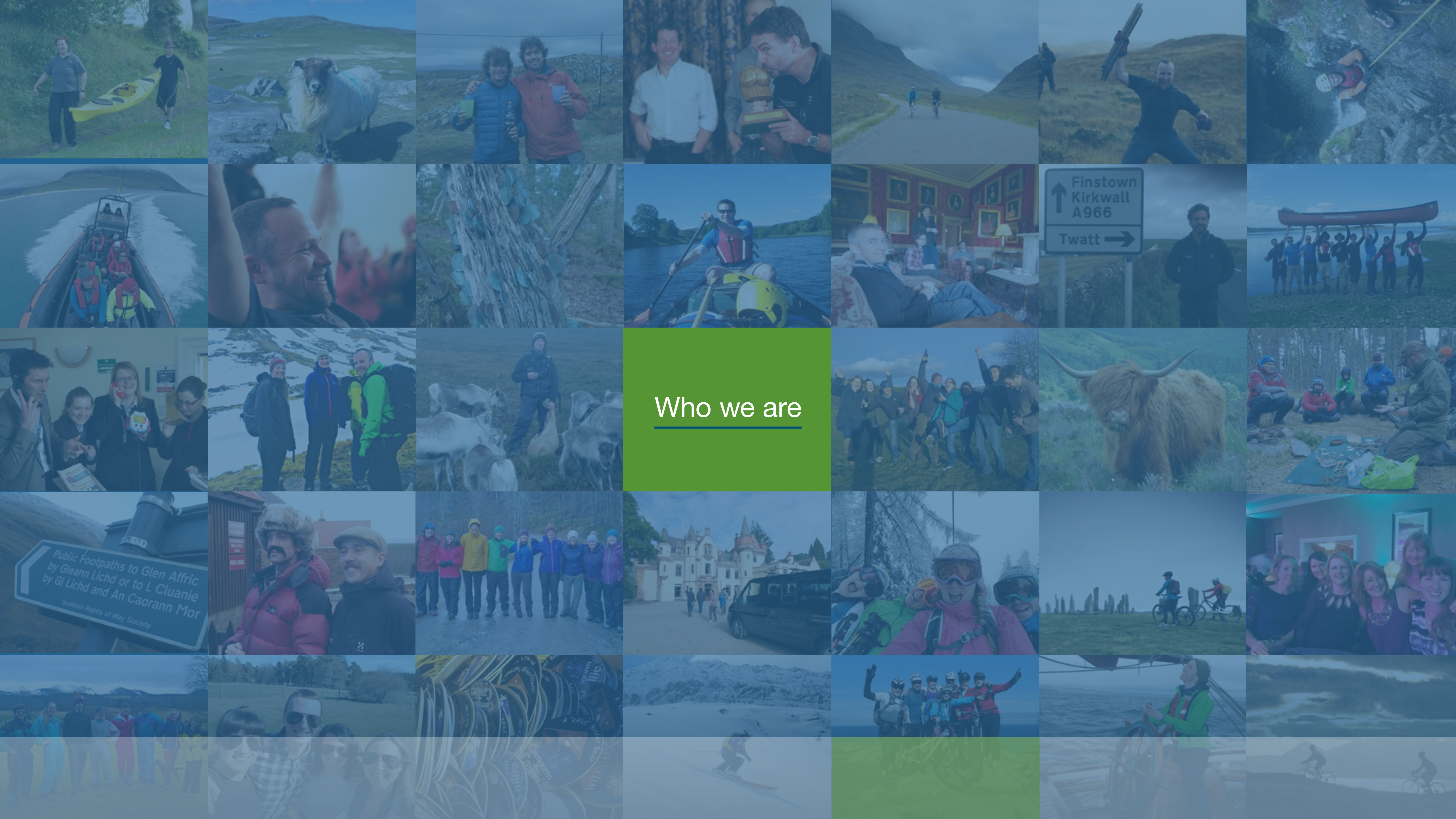
We commit with passion to providing our customers with the most inspiring experiences of their lives; in some cases these experiences will change people's lives.

We will work hard to ensure that our experiences are delivered sustainably, benefiting the environments and communities where we work.

Through the creation of a rewarding, meaningful and truly fun place to work we will achieve success, grow and develop as a business.

Success will also help us influence the industry, promoting the value of wild places, setting new standards for tourism experiences and developing recognition and respect for the adventure travel profession.





Who we are

Who we are

Wilderness means I get to come to work to provide people with great travel experiences in wild places and aim to benefit the environments and communities whilst doing it - what a brilliant thing to do each day!

I do think about all the people we send out there - having a good time, perhaps learning a new skill or even something about themselves, perhaps gaining a greater appreciation of the natural world and our wild places and hopefully it has a positive impact on them long after their actual trip.

The energy and commitment of the team is so inspiring and we really are a team, there's lots of laughter and fun. We work in a really beautiful place too, there's not many places or companies that allow you to run, bike, swim in a local loch or even ski on your lunch break - this really helps with afternoon concentration, overall wellbeing and it obviously allows for the consumption of more cake, which seems to be abundant in the office!

There's flexibility, change, and a constant striving to evolve and improve. As employees we can be independent thinkers not automatons and as I totally agree with the Wilderness values, I find it easy to commit to working hard but I love the fact that we're encouraged to have fun at the same time! No two days are the same here and I wouldn't want it any other way.



Anna Brownlow
Head of Product
Logistics

“ I love the fact that it's not about being the biggest company, but that we're committed to trying to be the best and excelling at what we do. We don't want to take over the world, but be responsible and sustainable, these values are really important to me. ”

Who we are



Howard Jeffs
Guide

“ Wilderness can be experienced on your own or with friends, either way it is always a different journey.

Having travelled to some stunning and unique parts of the globe, we are (in my opinion) fortunate in the UK to have the most diverse, stunning and beautiful coastline in the world! ”



Who we are

Our mission is to deliver world-class customer experiences in wild places, which benefit the environments and communities in which we operate.

Continually improving and becoming a leader in Europe and the world in what we do, allows the employees to have a clear understanding of what the company is trying to achieve. This should focus us on trying to achieve these in every task or job we undertake. We embrace these and everyone has bought in to the vision.

Wilderness's culture inspires staff loyalty, most of us have been here over 3 years. Every staff member is valued and opinions are listened too, there's a real open door policy. It's a fantastic working environment, professional yet still fun and relaxed. There's no micro management, staff do their daily work without continuous monitoring and are trusted to get the job done.

Everyone's working towards the same goal and there's a real positive vibe in the office. I feel proud to say I work for Wilderness Scotland.

Craig Little
Head of Operations



Who we are

The expression ‘work hard and play hard’ is a bit of a cliché and it seems to have become synonymous with a fast-paced world of long office days and wild nights. While I can’t say that life in the Highlands is fast paced the work hard and play hard philosophy takes on a whole new meaning when you actually work in your playground!

We’re luckily enough to be based in Cairngorms National Park, a place regularly visited by people seeking out adventure. It’s not hard to come into work each morning when the view out the window is so beautiful.

The range of hobbies and activities we enjoy vary amongst the team, some of us love adrenaline filled thrills and others are happiest just going out for a walk but all of us are fiercely passionate about Scotland and the amazing things our country has to offer.

It’s easy to be inspired and enthusiastic in your work when it revolves around what you love. Sharing our fervor for Scotland with others and being a part of their own Highland Adventure is the most rewarding aspect of our jobs.

There is a common belief that if you work in the outdoor industry, especially adventure travel, you might not take life too seriously. I think in some respects that might be true, we’re all about having great experiences, creating memories and making the most out of every moment.



Rachael Gavan
Head of Travel

“ We know we’re not saving lives but we do truly feel that we’re enhancing, enriching and transforming the lives of the people who come on our trips. After all, its the experiences wehave that make life great, and that is something we take very seriously. ”

Who we are

“Be the best version of yourself you can be”, a wonderful quote from a young female athlete in the Winter Olympics. Isn’t this something we all strive to do? Not get caught up in competing with others, not comparing or envying, just improving yourself, striving for progression and self development. Taking learning outdoors is a privilege, as a facilitator, we have to do very little at times, its all out there, showing, reaching out, pulling, inspiring, challenging, relaxing, soothing – all we need to do is help it happen.

Taking a wander in the woods, a paddle on the loch or a ride along the twisty trails allow us to expose ourselves to this nurturing arena. Do we head out with the purpose of finding out more about ourselves, our companions or our environment? How many times have we returned from a day in the mountains and felt soothed or even invigorated? Stresses that seems insurmountable are put in proportion, problems we battled with are solved, tensions eased or just feel of muscles used and mind cleared.

Interacting with our natural environment provides us with our own free spa and therapy centre, we can share our thoughts and issues with our fellow travellers or even talk them through in our own heads and often come to some pretty innovative conclusions. We can grow as individuals, gel as a team or bond as a pair.

For me the culture that Wilderness Scotland promotes is one of a great leader.

“A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.” says Lao Tzu and that is what Wilderness leaders strive to do, to empower their clients, leading by walking alongside them. It is this that I feel is unique to Wilderness, it is more than just an adventure holiday company, sometimes it does not even feel like a business, more like a club of like minded folks enjoying a shared passion.

With Scotland holding the jewels in the Trip Advisor crown with Lewis and Harris and Orkney amongst top rated places to visit, the culture flows through these visits that we as leaders find ourselves privileged to take folks to discover and share their natural beauty, not only of landscape but the people of the islands, the food and the wildlife.

Leading for Wilderness allows me to lead in my own style, to educate and guide people and enable them to feel part of a truly inspirational experience and leave not only wanting more but feeling they did it all by themselves.



John Ormiston
Guide

“ Wilderness Scotland feels like a friend to me, someone I enjoy spending time with like a mate who calls you up and offers you a great hill day. Everyone knows my name, no one really has a title, they are all part of the team and I certainly feel part of that. ”

Who we are

I think a company culture comes about from the people who start a company and continue to lead it. Ultimately, Paul and Stevie are great leaders and much of the culture starts with their vision and then filters down through the team. Employing the right people who will then fit the culture and help maintain it is paramount to the unique company culture of Wilderness Scotland.

It seems from the conception of Wilderness Scotland, it wasn't all about the bottom line but instead about making a difference to customers lives, local communities and enriching all those who touch the Wilderness brand. I have worked for a number of organisations and only one in the past came close to the kind of culture we have here at Wilderness Scotland. I think what sets us aside from other organisations is that we are treated like humans, not a payroll number. We try to offer as much flexibility for the team when it comes to work life balance, and support each other in good times and bad with no pointing of fingers if something doesn't go according to plan. There is a strong sense of trust amongst the team and we have a no nonsense culture to running a business which is a real joy and a refreshing approach to some corporate organisations.

A relaxed yet professional culture allows individuals to be themselves yet still work for an organisation which offers the highest standards of service and aims to set the benchmark in the adventure tourism business arena.



Karl Thurlow
Head of Business
Operations

“ It is rare to find an organisation where you feel a sense of ownership and belonging and that you really are making a difference to both those involved in the business and the wider impact that we as a business have on the communities in which we operate and on the people who enjoy the experiences we have to offer. ”

Who we are

One of the reasons I particularly enjoy being part of the Wilderness team is that all staff members are consulted and encouraged to contribute their ideas of what may be of benefit to the business, everybody's ideas are valued. The opportunity to find out where we are at as a company at 'Big Wednesday' is a great way of finding out any new projects, whether targets are on track to being met as well as sharing your views and usually having a great day out as well.

The culture of Wilderness to me is laid back yet very professional, visionary and exciting, the team are friendly, sociable and very outgoing.

Jane Gilles
Adventure Consultant



“I find the enthusiasm and positivity of those I work with refreshing and thoroughly enjoy arriving at work, there is always opportunity to listen to the adventures of your colleagues and share any news you have.”

Who we are

Our first-class team of creative, intelligent, experienced and fun people help make our Wilderness culture what it is. Everyone is hard-working and gets the work done but we have fun along the way – just to give one example, most offices have “dress down Fridays” but we have “dress up Fridays” here! In our guiding team we have some of the most highly qualified, knowledgeable and experienced guides around, and to top it all they are just generally nice people to spend time with. I guess this is due to the excellent foundations laid down by our big bosses back in the day, and their desire to create a positive, nurturing culture that is different from those in other businesses.

Our culture here is open, friendly and constantly inspiring our team to be the best they can be. Imagine working for a company that actively encourages office staff to get out of the office and get active, be it skiing, walking, biking or wild swimming – beats a sterile call centre cubicle any day!

Jo Unda
Finance Manager



“ I’m proud to be the longest-serving member of the office team – I have worked here for fourteen years come July 2021. It’s the longest I’ve stayed in any job and includes a re-location from Edinburgh to Aviemore to stay working with the company, which speaks volumes. ”

Who we are

From the first moment I set foot into the original Wilderness Scotland Edinburgh office back in 2010, I could feel the warmth and relaxed friendly nature of the staff. I'm happy to say, this has not changed even after a reshuffle of staff due to the move North. The company seems to attract like-minded people.

Coming from a guiding perspective, you feel supported by the rest of the team. From the lead up to a trip, during and after, there is always someone at the end of the phone or in the office to provide some advice and support if required.

Working for Wilderness Scotland is rewarding, every trip is different, from the weather to the clients. You meet a vast array of people from different countries and you learn about the world without leaving Scotland! You have the opportunity to work in amazing places, eat incredible food and work alongside some really lovely people in the restaurants and accommodation providers that WS have specifically chosen for their trips.

For me, Wilderness Scotland is a bit like 'Cheers' – everybody knows your name!



Kirsty Chuchla
Guide

“ Even although I am employed on a freelance basis, you still feel very much part of the team and your ideas are listened to. You are given the freedom to do your job and do not have to run an ‘off the shelf’ trip. You can put your own unique spin on the week and be flexible with the clients needs and wishes. And it does not stop at the end of a trip, Wilderness Scotland are also keen to develop their team by regularly organising training opportunities. This I find amazing considering the guiding team are all freelance. ”

Who we are

“ It’s fascinating to look back over the past decade and see how Wilderness Scotland has developed. In the beginning there were just two of us armed with one laptop, a Land Rover and a lot of enthusiasm. I remember our first clients well. To be honest, I was amazed they were prepared to part with their hard earned cash to travel with us - I wanted to give them a hug! Roll forward several years and to think we now have a highly experienced and passionate team that delivers hundreds of adventure experiences each year is amazing. Each member of the team plays a vital roll in ensuring that all of our clients have the best possible experience of Scotland - on some occasions these experiences are life-changing and that is incredibly rewarding.

We have always tried to do things a bit differently at Wilderness Scotland and we want this to be a great place to work. While we have made some good progress, we’re still working hard to get where we want to be. Home is the Cairngorms National Park and I can’t think of a better place to live and work (other than in British Columbia as a heli-ski guide that is!). I feel very lucky to have a job that I enjoy and to work alongside colleagues who inspire me on a daily basis; from those in the office working tirelessly behind the scenes to make sure everything runs like clockwork to our team of guides in the field who are among the very best in the adventure travel world. ”

Paul Easto
Founder CEO



Who we are

I don't have the experience to compare Wilderness with other companies, nor do I have a real understanding of organisational culture, but I can tell you what I value about my experience of 3 years of working for Wilderness:

You took a risk by employing an old guy with minimal guiding qualifications, and zero experience. You went on to provide me with great opportunities to develop as a guide in your training programme, even when the likelihood of payback for the firm was pretty slim (eg 3* sea kayak training/assessment). You have told me when you thought I had done a good job, and have always been friendly and had time to listen when I've phoned or turned up at the office... and have paid invoices promptly! You have actively sought feedback, (in trip reports, guide appraisals, and Gatherings, as well as informally) and have responded to it constructively.

Pete Grant
Guide



Who we are

I've been with Wilderness Scotland for over a decade. During that time, the business has changed beyond all recognition. The culture, however, has remained largely the same. That's not a negative - it's a reflection on the fact that we have a strong and very positive culture here.

We've come together with the same aim - to provide people with an outstanding experience of Scotland (and Ireland!) and to do this with a smile on our face. We take pride in the fact that the experiences we provide for our clients are as good as they could experience anywhere else in the world.

Whatever your job title, everyone at Wilderness Scotland has the role of a creator and an enabler. By working with local partners – from hotels and restaurants to guides and boat operators – our trips provide an economic lifeline to many remote communities across the Highlands & Islands. The money we spend on trips creates jobs and enables these communities to thrive. Of course, our trips also provide our clients with very special experiences, creating positive memories that will last a lifetime. Imagine how many people cite a holiday as one of their high points of a year - we are responsible for creating these moments which are so important in people's busy lives. It's very rewarding to play such a valuable role for so many people.

Of course, no-one said this was easy! But when you are surrounded by a strong team of enthusiastic, hard-working, customer-focused people, support is always at hand. And if you need to kick back at the end of a long day or week, the Cairngorms National Park takes some beating, and we're always happy to join you. So run, bike, ski, climb, swim, paddle, walk - whatever works for you. But keep smiling, it's what we're all about.



Stevie Christie
Strategic Director

“ We’ve made it our business to be surrounded by great people - in the office, in our guiding team, with our many partners across Scotland and, through our network of trade partners, across the world. ”

Who we are

When I was 14 or 15 I remember reading a quote on a ski calendar that read, “Never get so busy making a living, that you forget to make a life.” That quote stuck with me and I’ve always tried to balance the work hard, play hard concept.

“ Having the opportunity to live and work in the Cairngorms National Park is something I’ve always aspired to. I now get to share my work time with a great bunch of go-getting, customer focused people who share my love of the outdoors. And when it comes to balancing that work time with play; we have the best playground in the world on our doorstep and we get to call it home. ”

Ben Thorburn
Head of Marketing



Who we are

I was an hour early for my interview for Wilderness Ireland but didn't know it. Holly, the general manager, navigated the situation with such grace that I didn't realise my error until I left the interview and looked at my watch:

"Was that interview really only 5 minutes? It felt more like an hour...wait a minute!"

I was mortified but, I got the job.

Leonard Cohen sang "there is a crack in everything, that's how the light gets in..." . We all makes mistakes and we are all imperfect and it's important to acknowledge and enjoy that or we won't grow and learn in a meaningful way. In one sense then, Wilderness Culture is about maintaining a supportive space to meet challenges and grow in our work.

Darragh Devaney
Head of Operations



“ At the risk of going full-buddha here, a supportive space is created by the inhabitants of the space being mindful. In my experience at Wilderness, thoughtfulness, selflessness and positivity are not qualities which are at odds with getting the job done, but rather are the ideal tools for getting it done. Namaste. ”

Who we are

The absolute best thing about guiding for Wilderness Scotland is the quality of the product that we deliver. A wide range of factors contribute to this before I, as a guide, even meet the clients - itinerary design, selection of appropriate accommodation/restaurants, client communication, etc. The fact that these are carried out to such a consistently high standard ensures that I am dealing with happy groups of people. I can focus my energies on delivering quality guiding rather than having to handle issues and complaints.

There's extensive documentation available on the intranet and by the wider guiding team via detailed Trip Reports, training days and informal knowledge-sharing. Equally, I feel that my expertise is valued and that my input is welcomed. Last, but by no means least, everyone I have encountered at Wilderness Scotland shares my commitment to, and enjoyment of, their work.

Gordon Anderson
Guide



“The open, friendly and very positive culture within the organisation is key to developing and maintaining these standards of quality. I feel very supported in my role by the office team before and during the trips.”

Who we are

Being part of Wilderness Ireland & Scotland means working with likeminded individuals who have a passion for travel, a love of the outdoors and a desire to showcase these destinations to people worldwide.

In many ways, the culture of Wilderness Ireland & Scotland deviates from what defines a ‘traditional’ office environment. This is a company that consistently asks for everyone’s opinions, listens to its employees, offers opportunities to grow and develop both professionally and personally, and organises fun team-building outings. We’re encouraged to travel, use flexible working hours, and take advantage of the bike-to-work scheme. Respect for each others’ opinions and understanding of each others’ differences are cornerstones. We’re serious about what we do, but we have fun doing it! Unlike corporate businesses, working at Wilderness Ireland & Scotland means feeling involved, sharing opinions, learning new skills, and feeling more like a teammate than a staff member.

Wilderness Ireland and Scotland are champions of the great outdoors and rural communities, promoting sustainable travel in less-visited areas. Both companies are proud of the countries they represent, passionate about taking the path less travelled, excited about showcasing remote destinations and communities, and honoured to work with locals to support local economies.

You never know where life will take you. Last year, I hadn’t imagine I’d be working here or living in a small town, particularly a small town in Ireland! It wasn’t easy to pick up and move to Ireland, but I felt 100% supported by both teams, 100% welcomed, and 100% part of the team from the moment I joined.

To me, Wilderness culture is a combination of two great companies, an amazing destination and a fantastic and supportive team that spreads a great message through our work in Irish and Scottish adventure tourism.



Dawn Rainbolt
Marketing Executive

“ Working at Wilderness Ireland means working not for one but two fantastic companies where we are all part of the Wilderness family – a team one can always rely on for support, guidance, advice and fun. ”

Who we are

To start to try and explain the ‘Wilderness Culture’ then I need to first provide a glimpse of what our workplace – the wilderness environment of Scotland means to me. What is wilderness? - a vast expanse of land untouched by man. Wild high mountains and sweeping glens, ancient forests bursting with life? In Scotland we no longer have true wilderness. What we do have is the very essence of wilderness. A country and environment that has been touched but not tamed by man. When I stand on a mountain top or remote ridge and when I travel through the truly awesome places that form my place of work I become part of it. A feeling of fire in my heart, spirituality, being not just a visitor but a traveller. At these moments I am that eagle sharing his view, I am the winds that flow through the mountains and I am the sun that touches my face. And in these precious moments I have an explosion of sublime clarity, awareness and understanding – a feeling of enlightenment. This is what being in the wild places awakens in me. Wilderness Scotland provides me the privilege to share our inspiring wild environment with others. My hope is that our guests leave from each trip with a sense identification and understanding having being reached and touched by the wonderful locations and experiences that can be shared. This is powerful stuff but is probably key to what we do. The moment that our work becomes just a job then that is the day to stop.

There is kinship in our work. The ‘Wilderness Culture’ for me is a family culture and one of friendship. I have never thought about any one person as boss or cleaner but I do know where to draw a line. My peers are my friends and my ‘Wilderness Family’. These are all folk for whom I have greatest respect and from whom I never ceased to be able to learn. We share common likes, knowledge and experiences and we all make the wild places our home.



Tim Francis
Guide

“ I am not out of myself but in myself.
I am. To know being, this is the final
grace accorded from the mountain. ”

Nan Shepherd, The Living Mountain

Who we are

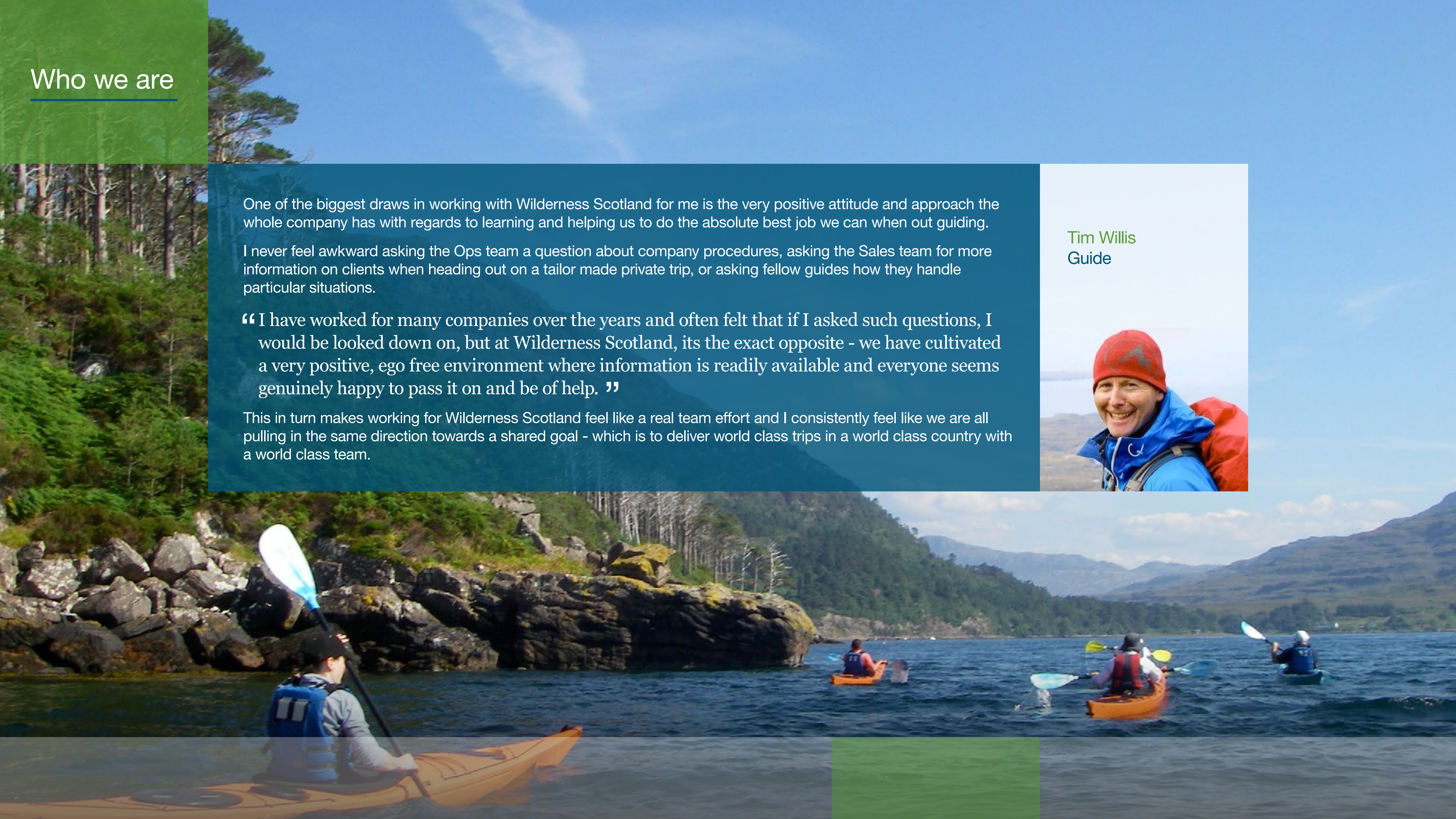
One of the biggest draws in working with Wilderness Scotland for me is the very positive attitude and approach the whole company has with regards to learning and helping us to do the absolute best job we can when out guiding.

I never feel awkward asking the Ops team a question about company procedures, asking the Sales team for more information on clients when heading out on a tailor made private trip, or asking fellow guides how they handle particular situations.

“I have worked for many companies over the years and often felt that if I asked such questions, I would be looked down on, but at Wilderness Scotland, its the exact opposite - we have cultivated a very positive, ego free environment where information is readily available and everyone seems genuinely happy to pass it on and be of help. ”

This in turn makes working for Wilderness Scotland feel like a real team effort and I consistently feel like we are all pulling in the same direction towards a shared goal - which is to deliver world class trips in a world class country with a world class team.

Tim Willis
Guide



Who we are

For me Wilderness culture is made up of a number of core themes that run through our workplace, people and products simultaneously.

First and foremost is a shared passion for the great outdoors and accessing it by whatever means inspires you most- walking ,skiing, biking, sailing, kayaking, photography- you name it!

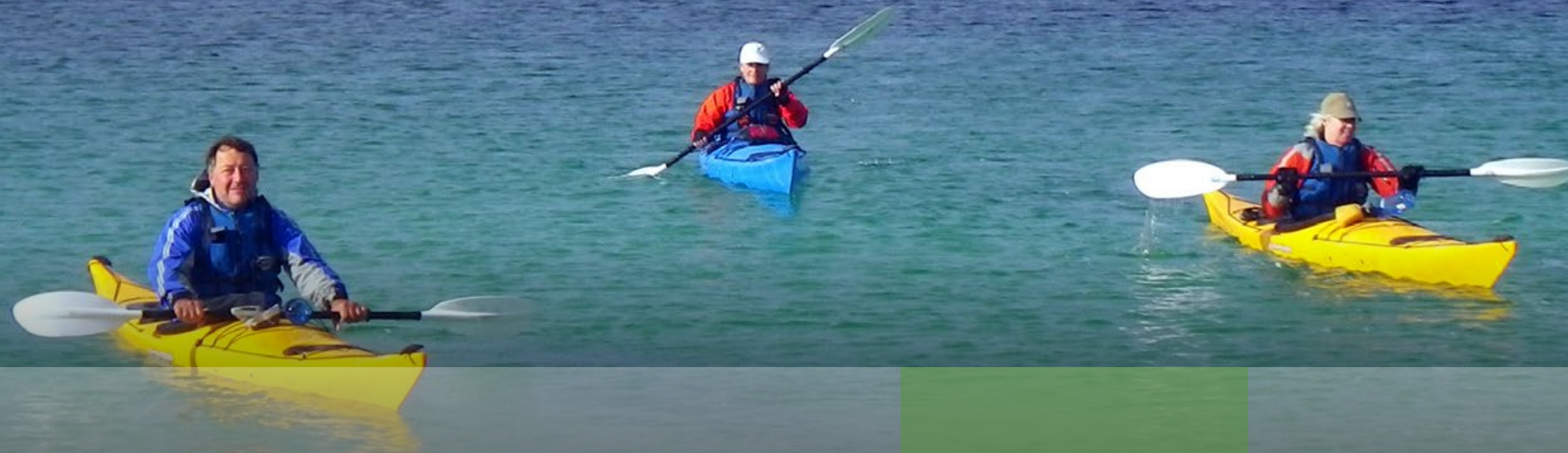
Secondly for me, has to be the team centric, collaborative approach at Wilderness which instills a strong sense of trust and respect for others across the company. This ultimately boils down to a appreciation of both the practical and emotional when it comes to decision making and individual behaviour.

Thirdly and something I value greatly at Wilderness Scotland, is the freedom to be yourself meaning diversity, creativity and thinking outside the box are all actively encouraged which I believe is central to the fun, dynamic and innovative culture that exists within the organisation.



Russell Murray
Head of Trade
Partnerships

“ In short, I believe the magic at Wilderness stems from this careful balance of diversity combined with a strong sense of team and shared passion for the great outdoors. ”



Who we are

The real thing... what Wilderness Scotland aims to offer to its clients is something you can experience all across the board. The making of the product is not the only thing that starts in the office, the soul of it goes in it from the beginning.

It's inspiring. Wilderness Scotland is filled with very talented people, eager to challenge and better themselves. The minute you are part of the team you become part of that too. On top of the training, the personal reviews, the awesome FAM trips, etc there is a very inclusive bunch of individuals coming up with brilliant ideas, from join a triathlon, to going to see an inspiring talk, swimming in freezing water... you name it! The chances for learning new things and having new and exciting experiences are there from day one.

It's caring and kind. Caring towards people, in a genuine way, there is a lot of listening, people are not simply a number or a role and there is real interest in everyone's wellbeing. And it is caring for the environment.

It's positive. There is no dwelling on issues, there is finding solutions. It's that "forwards and upwards" attitude.

It's encouraging. Everyone has a voice, there is structure but it's flexible when it comes to make the most of everyone's talents, it feels like everyone's input is taken on board.

Wilderness Scotland is more than a company, it's a community, it's a joint effort in search of excellence, it's about bringing a bit of adventure and new challenges into every day life, it's genuine people, it's good times.



Elena Garcia
Adventure
Coordinator

“It's professional, with a very friendly and human touch. There is this ongoing improving and “tuning” the machine. If something works, the next step is finding how to make work even better.”

Who we are

It's not often that an expectation of hard work and dedication from an employer sits alongside a genuine understanding that work is not life and life is not work, but that the two don't have to be opposing forces. Team Wilderness never loses sight of the bigger picture, delivering the best possible adventure experiences to the client, while maintaining a focus on improving employee well-being.

There is well-founded faith in each individual, that you will commit to your work without being tied to your desk between 9 and 5.30. So may companies give lip service to flexibility, employee well-being, sustainability and customer care but here there is a very real sense that these are not only at the core of what we strive to achieve, but also flexible concepts to be changed, updated and improved upon.

Patricia Doe
WI Managing
Director



“It's motivating and exciting to work alongside a team that is 100% committed to making every aspect of what we do as good as it can possibly be, never settling for 'that'll do' or 'that works fine'.”

Who we are

To me the Wilderness Culture is an encouragement to get out and do stuff. We're encouraged to take responsibility to plan our own on supplier visits, reccies, fam trips etc as part of our work. Everyone is always welcome to get involved and it helps build relationships in the team away from our desks.

It's also a super positive community so there's always help, support and advice available on everything from your swimming technique to which little B&B might be available for your trip.

“There's always people to get into the outdoors with, whether it's biking or wild swimming at lunchtimes or hikes into the mountains at weekends.”

Tom Devereux
Operations Manager



Who we are

It is the trust that the company has in you to manage our own agenda. If you want to go out for a 2 hour bike ride at lunchtime then you can, they trust you to make up the time. To have the option to work remotely or flexible hours is also amazing, and it is encouraged when you have things that you don't want to miss out on. I feel very motivated by everyone in the company to get outside whenever possible, to get on the bike or to go for a run. Everyone is excited when a walk is organised at the weekend or someone has beaten Craig on Strava - it's our shared passion of all things active that drives us on.

I love the fact that everyone is so passionate about Scotland and the places we work in. I love it that we are constantly searching for new places to explore and new ideas for trips. We listen to the clients and the guides and everyone has an input into what we are selling, this does not happen in a lot of companies.

I went through a tough time at the beginning of the year and Karl allowed me to just take a day at a moments notice to sort myself out - that was simply amazing for me. Reading back this last paragraph makes me realise that although there is a management structure to WS, no one acts like a manager. This is not a bad thing! To be able to laugh and joke with everyone or go for a beer or go for a bike ride with whoever is around is so different to anywhere else I have worked and I love the fact that there isn't really a hierarchy in that respect.

The truth is there are so many awesome things about working at Wilderness that it is impossible to fit it all in 300 words! I love coming into the office and not one person moans about their job, not one person is out to get someone else, not one person is more concerned about themselves than other people. Everyone wants to know how weekends were, what holidays are planned, when is the next session in the pub. I have never worked anywhere like this before and I am very proud to be part of the Wilderness Team.

Anon

“It feels to me that the management team are very concerned with the health and wellbeing of the rest of the team. This is very unusual, especially in a growing company, and a welcome change. To know that you can go and talk to your line manager or, in fact, anyone about an issue or a problem is amazing.”

Get in touch

Tel UK: +44 (0) 1479 420 020

Tel US: 1-866-740-3890

Email: info@wildernessscotland.com

Wilderness Scotland
Dalfaber Drive
Aviemore
Highland
Scotland
PH22 1ST


Wilderness Scotland

Tel EU: +353 (0) 91 457 898

Tel US: 1-844-235-6240

Email: info@wildernessireland.com

Wilderness Ireland
Unit 8A 1/2
Northwest Business Park
Collooney, Co. Sligo
Ireland


Wilderness Ireland

