



FAQ Tour Leader Recruitment

Q – How much will I get paid as a Tour Leader for Back-Roads Touring?

A – We offer a competitive remuneration and expense package and will give you some more information during the assessment day. As a Back-Road's Tour Leader, you are self-employed and get paid per day during a tour. Transport to and from the tour, meals, accommodation, sundries and a phone allowance are covered by Back-Roads Touring. We also encourage tipping at the guest's discretion.

Q – What if I'm not successful during any stage of recruitment or training, can I apply again?

A – Yes, you can apply again next season. Because of the high number of applications, unfortunately we can't give individual feedback after the assessment days.

Q – Am I getting paid during the assessment days and/or training tour?

A – During the assessment day we will not cover any expenses. During the training we will cover accommodation and some meals. During your shadow tours we will cover transport to and from the tour, meals, accommodation, sundries and a phone allowance. We do understand that it is an investment, however, after the training tour and the shadow, we can guarantee work in our busiest months.

Q – How many tours will I get as a Tour Leader for Back-Roads Touring?

A – It depends on your availability. Our busiest months are May, June and September. If you are fully available for these months, the chance of getting tours in low season is much higher. We can sometimes offer back to back tours in the busiest months.

Q – What if I can't make it to any of the assessment days and/or training tours?

A – Unfortunately we can only consider your application if you are available for both the assessment and the training.



Q – What do you assess during the assessment day and how can I prepare?

A – The assessment day is a full day with a group session in the morning and an individual interview in the afternoon. In the morning, we will give some information about working for Back-Roads Touring and the specifics of the job. There will also be presentations, and we will do some group exercise scenarios. We will then assess if you could be a good fit for the company and you can assess if the company is a good fit for you.

Q – What will you cover during the training?

A – It will be an 7 day comprehensive training with various training modules covering all the aspects of running a tour. The full curriculum will be communicated to you prior to the training trip. We have some interactive classroom sessions and On-Road training visiting some of the places we explore on our tours.

Q – What if I want to apply to be a Tour Leader in multiple countries?

A – Please only fill out one application for Tour Leader. Pick the one that most suits you and mention in your application that you are interested in leading tours in other countries as well