

Radventures

Head of Partnerships

Radventures is one of Canada's top-rated adventure tour operators, built on a reputation for premium small-group and private experiences through the Canadian Rockies and beyond. A team that genuinely loves what they do. And a growing list of partners who believe, like we do, that the best travel experiences are the ones that help people escape the ordinary.

We're hiring a Head of Partnerships to own and grow our indirect channels: travel trade, corporate/incentive groups and local hotels/partners. You'll inherit a strong foundation of existing relationships and a brand reputation that already opens doors.

You'll report directly to the founder and work alongside a sharp, tight and down to earth leadership team. The earning potential is real: competitive base salary plus performance bonus tied directly to partnership revenue. For the right person, this is a high-upside role.

What You'll Do

- Hunt, pitch, and close new partnerships with travel trade operators, corporate/incentive planners, DMCs, and wholesale partners across key source markets
- Ensure our 5 star guest service and reputation is extended to all our existing partners, proactively managing accounts and bringing win-win opportunities to the table
- Foster and grow an already strong hotel and local network across Banff, Lake Louise, and Canmore
- Represent Radventures at trade events, tourism conferences, and industry forums
- Build B2B pipeline for new 2027 experience lines including multi-day adventures
- Collaborate with marketing and operations to create partner-ready products and collateral
- Keep yourself highly organized, tracking pipeline, managing partner data, and own the reporting that keeps leadership informed
- Use AI tools to handle the repetitive and administrative side of the role, so your time stays where it belongs: in conversations and relationships

Who You Are

You don't wait for the phone to ring. You're proactive and enjoy building from scratch and get genuine energy from opening doors that didn't exist before. You're the kind of person who sees a gap in a market and moves toward it, not away from it.

You care deeply about the people you work with and the experiences you're selling. You understand that relationships in this industry are long-term, and you treat them that way. You take the work seriously and yourself lightly.

You operate with passion and original thinking. You're resilient when deals fall through and disciplined enough to keep the pipeline moving anyway. You believe in what you're selling, and it shows.

You thrive in a dynamic environment of a fast-growing company where not everything is "figured out" yet, allowing you the opportunity to establish your own systems and workflows that allow you to flourish in the long term.

Practically Speaking

- You have real experience in tourism, hospitality, or travel B2B sales. You know how the trade works.
- You build relationships that last. People want to work with you, not just the company you represent.
- You're comfortable in a fast-moving, founder-led environment without a lot of pre-built process.
- You care more about the guest experience than the booking volume. This is a marathon, not a sprint, and quality trumps quantity.
- You can be in Banff as needed for in person connections. Beyond that, where you work from is up to you.

What We Offer

- Competitive base salary plus performance bonus with huge upside
- Remote-first flexibility with as needed presence in the Rockies
- Paid travel in Canada and beyond for events and trade missions
- Quarterly official team events and plenty of "off the books" adventures
- A team that takes the work seriously and themselves lightly
- Genuine ownership of your role and responsibilities and empowerment and coaching to grow both professionally and personally
- The chance to continue building something meaningful in one of the most beautiful places on earth

How to Apply

If you're someone who finds their zone of genius in building relationships, creating opportunity, and selling something they genuinely believe in, this is the role for you.

Email dale@radventurescanada.com with a short video introducing yourself. Tell us who you are, what you've built, and why this role makes sense for you right now.

More About Radventures

We're a guide-centered, experience-first operation built on a set of values we actually live: engagement, excellence, passion, learning, originality, resilience, environmental stewardship, respect, and safety. Not a list we put on a wall. A filter for every decision we make.

Our mission is to positively impact as many people as possible through shared adventures. We've been earning 4.9+ ratings by putting guests and team above everything else. We're premium, but we're not pretentious. We believe the best experiences happen when people feel like they belong.