



## Trail Crew Leader - Central Puget Sound

February 13, 2026

**Compensation:** \$24.50-\$25.50/hour, regular, full-time, non-exempt

**Priority Application Date:** March 5, 2026

**Base of Operations:** North Bend Tool Cache

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### About Washington Trails Association

Washington Trails Association (WTA) is the nation's largest state-based trail nonprofit. For 60 years, we've been mobilizing public lands advocates, trail stewards and on-the-ground hiking experts in pursuit of our vision of Trails for Everyone, Forever. Each year, with the support of over 23,000 donating members, WTA staff and more than 3,500 volunteers perform over 160,000 hours of trail maintenance across the state. Through our online Hiking Guide and Trailblazer app, we help hundreds of thousands of people find trails, from everyday adventures to backcountry explorations. Our vision depends on fostering an organization and outdoor community where all people are welcome, represented and included.

### About This Opportunity

WTA is seeking a Trail Crew Leader who loves working with people and shares our commitment to trail stewardship and volunteerism. The Trail Crew Leader - Central Puget Sound works outdoors, leading volunteers in building and maintaining trails on public lands. The position's primary responsibility is to lead single and multi-day work parties in the Central Puget Sound Region of Washington (primarily within King County). This is a regular, full-time, field-based position based from the North Bend Tool Cache and reports to the Puget Sound Field Manager.

### Primary Responsibilities

#### Leading volunteer work parties (70%)

- Ensure physical and emotional safety for a volunteer crew of diverse ages and backgrounds
- Support, motivate and train volunteers to complete a variety of trail projects. Projects may include annual maintenance, tread construction, drainage structures, construction of steps, turnpike, puncheon and retaining walls
- Effectively manage emergency situations following WTA's emergency response protocols
- Positively represent WTA's mission, programs and membership in all interactions with volunteers, trail users and others

#### Preparing for work parties (15%)

- Arrive at each work party with tools, refreshments and work plan
- Coordinate work party projects and plans with WTA staff and land manager
- May communicate directly with volunteers via email and phone prior to work parties
- May assist other WTA staff and volunteers in identifying appropriate volunteer trail projects

#### Documenting work parties (10%)

- Ensure morning safety review is delivered to volunteers and documented
- Maintain and submit Sign-in and Liability Release for volunteers in a timely manner
- Prepare and submit summary report and thank you email to volunteers for each work party in a timely manner
- Report all incidents affecting the safety, health, and well-being of volunteers

## Trail Crew Leader - Central Puget Sound

- Using a WTA cell-phone, provide digital photo documentation of project progress and volunteer engagement

### Outreach & other (5%)

- May assist efforts to engage hikers, volunteers and community groups in other WTA programming (e.g. representing WTA at events in the region)
- Perform other tasks in the front and backcountry to ensure program success
- Potential to engage youth through school programs and trail maintenance events

## Experience, Skills, Knowledge, and Values

Competitive candidates will highlight the following in their application:

- Demonstrated commitment to [WTA's mission](#) and values on [diversity, equity and inclusion](#)
- Demonstrated ability to create a crew community where every member feels included and valued
- Demonstrated skills in trail maintenance and building
- Ability to effectively manage emergency situations
- Ability to accept and integrate feedback graciously and give effective feedback to team members
- Ability to work in an outdoor environment, including hiking and backpacking up to 6 miles daily in a variety of terrain and follow minimum impact guidelines
- WFA and CPR certification minimum requirement valid through the duration of employment; WFR certification preferred
- Valid driver's license and ability to drive a truck on highways and dirt roads
- Ability to work weekends and 10-hour days
- Reliable internet and printer access for work party planning and documentation
- Demonstrated experience leading a team in an outdoor setting

## Location and Schedule

The Trail Crew Leader - Central Puget Sound is a regular, full time, non-exempt position. The expected schedule for the Trail Crew Leader is 40 hours a week over 3-5 days each week. Generally, work parties will occur Wednesday to Saturday unless otherwise defined and require working most weekends. Work party related communication as well as documentation of activities may occur outside of work party days on scheduled administrative days. Several times during the season the crew leader may be assigned to lead volunteers in backcountry trail projects 4-7 days in length. A WTA vehicle will be provided for transportation to and from work parties. Should a personal vehicle be used to fulfill program needs, mileage reimbursement is provided for travel between the work site and North Bend Tool Cache, up to 250 miles round trip.

## Compensation

Compensation starts at \$24.50-\$25.50/hour, depending on experience. A supplementary per diem rate of up to \$50/day will be provided for multi-day backcountry trips. WTA provides a cell phone, hard hat, work gloves and safety glasses. WTA does not provide boots, clothing or other personal outdoor and backpacking gear required for fieldwork but does provide an annual \$300 reimbursement to offset wear and tear on personal gear. Our benefits package includes medical, dental, vision, retirement, disability and holiday, vacation and sick leave. For more information about WTA's benefits, please visit our website: [www.wta.org/benefits](http://www.wta.org/benefits).

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## Join Our Team

### Our Hiring Process

At WTA we consistently evaluate and update our hiring process to align with current best practices for equity and inclusion. The hiring process for this role will include a phone screen, virtual panel interview and in-person panel interview at the WTA office in Seattle. WTA's practice is to run a background check for any role that may work with youth. We will provide candidates the opportunity to discuss any results before final hiring decisions are made. If you have any questions or need accommodation in our hiring process please contact [jobs@wta.org](mailto:jobs@wta.org).

### Equal Opportunity

We believe WTA and Washington's outdoor community are stronger when made up of people with varied backgrounds, identities, abilities and lived experiences. WTA is committed to advancing equity and continually working to become a more inclusive organization. People of color and people with other identities that are underrepresented in the outdoor industry — including but not limited to gender identity, class, sexual orientation, age, ability and background — are strongly encouraged to apply.

To read our complete Equal Opportunity Employer statement, please visit [www.wta.org/careers](http://www.wta.org/careers).

### How to Apply

Complete a brief [application form](#) and submit a resume to [jobs@wta.org](mailto:jobs@wta.org). Include "Trail Crew Leader - Central Puget Sound" in the subject line. Please use the following format for file names: "last name, first name - resume." The position is open until filled, with priority given to applications received by March 5, 2026. If you have any questions please contact [jobs@wta.org](mailto:jobs@wta.org). View other available jobs at [www.wta.org/careers](http://www.wta.org/careers). We look forward to hearing from you!