



Member - Professional Crew

Position Announcement - November 14, 2025

Compensation: \$23.00/hour, temporary, full-time, non-exempt

Priority application date: December 8, 2025

Season dates: April 27 - October 9, 2026

Base of operations: WTA Packing Facility in North Bend, WA

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 seeks Members to join the Professional Crews (Pro Crew) to advance our mission to mobilize hikers and everyone who loves the outdoors to explore, steward and champion trails and public lands. The Pro Crew works statewide on a broad variety of trail projects.

An ideal candidate will be dependable, flexible and self motivated. They will love working outdoors with others in all weather, have prior experience with trail work, traveling in the backcountry and share our belief that everyone should feel safe and included in the outdoor community. The Member will contribute to the overall success of WTA by working in conjunction with three other Members, an Assistant Crew Leader, and a Crew Leader in building and maintaining trails on public lands. All six members of the Pro Crew will work together to cultivate a sense of safety and belonging at worksites for crew members of diverse identities, experiences and backgrounds.

The Member is a temporary, full-time, non-exempt, field-based position based at the WTA Packing Facility in North Bend, WA. This position reports to the Professional Crew Coordinator. Members will go through a two-week onboarding and training period to prepare them for the upcoming season. Visit our [Pro Crew FAQ page](#) to learn more about the Pro Crew season.

Primary responsibilities

Supporting trail work projects

- Collaborate with leaders, members and staff to establish a safe, fun and inclusive working environment for a crew of 6 adults of diverse backgrounds.
- Complete a variety of trail projects under the direction of Pro Crew Leadership. Projects may include annual maintenance, new trail construction, logout and construction of trail structures.
- Uphold WTA's risk management values and follow WTA's policies at all times.
- Support leadership in effectively managing emergency situations following WTA's emergency response protocols.
- Positively represent WTA's mission, programs and membership in all interactions with land managers, trail users and others.

Member - Professional Crew

Supporting camp and crew dynamics

- Contribute to an inclusive group camp environment and worksite on multi-day trips.
- Help foster and support a culture of feedback, providing regular and effective feedback to colleagues.
- Practice Leave No Trace principles.
- Follow WTA risk management policies and procedures.

Experience, skills, knowledge and values

WTA is committed to supporting professional development. We encourage you to apply even if you do not meet all the qualifications listed.

- Demonstrated commitment to WTA's mission, values and vision of trails for everyone, forever.
- Two or more seasons of technical trail work experience including new trail construction, crosscut saw work, and rock and timber structures.
- Demonstrated experience working in a backcountry setting.
- Crosscut (bucking) and chainsaw certifications. Pre-season certification opportunities may be available through WTA's annual training series.
- Wilderness First Aid (WFA) and CPR certification valid through the duration of employment. If you do not currently hold a certification, WTA can reimburse up to \$250 towards obtaining one on your own time (must be obtained prior to start date).
- Ability to accept and integrate feedback graciously and give effective feedback to team members.
- Ability to work independently in a dynamic environment and as a member of a collaborative team, sometimes with minimal support.
- Cultural competency experience and demonstrated ability to work with people of diverse races, ages, genders, abilities and economic backgrounds.
- Ability to work in an outdoor environment (including hiking and backpacking up to 15 miles daily in a variety of terrain, carrying load up to 75 pounds).
- Ability to work 8 days, through weekends, for 10 hours for full duration of the season.
- Strong computer skills and familiarity with Google Suite (Gmail, Calendar and Drive).

Location and schedule

The Pro Crew Member is a temporary position beginning April 27, 2026 and continuing through October 9, 2026. The Pro Crew will work in backcountry and frontcountry locations for multiple land managers throughout Washington State. The Pro Crew works primarily on an 8-day hitch schedule with six days off in between hitches. A typical work week is 40 hours and a typical 8-day hitch usually begins Wednesday and runs through the following Wednesday. Work days are 10 hours and may differ during the initial training period. There is an unpaid summer break from August 3-9, 2026.

This role is based at the WTA Packing Facility in North Bend, WA. Employees are responsible for their own commute to and from North Bend at the start and end of each hitch or project day.

Compensation

Compensation is \$23.00/per hour. A supplementary per diem of up to \$50/day is provided for multi-day backcountry trips. WTA provides 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 a \$300 reimbursement to offset wear and tear on personal gear.

A WTA vehicle will be provided for transportation to work parties from base location. Should a personal vehicle be used to fulfill program needs, mileage reimbursement is provided for travel between the work site and the base of operations (WTA Packing Facility), up to 250 miles round trip. Position is eligible for paid holidays, sick

Member - Professional Crew

leave, health stipend and an employer match retirement plan. For more information on benefits, please visit our website at www.wta.org/benefits.

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 reference checks. WTA's practice is to run a background check with the opportunity to discuss any results before final hiring decisions are made. If you have any questions or need accommodation in our recruitment process, please contact seasonaljobs@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.

How to apply

Complete a brief [application form](#) and submit a resume to seasonaljobs@wta.org. Include "**Member - Pro Crew**" 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 **December 8, 2025**. If you have any questions, please contact Liza Noworyta at lnoworyta@wta.org. We look forward to hearing from you.