



Trail Crew Leader - Professional Crew

Position Announcement - November 14, 2025

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

Priority application date: December 8, 2025

Season dates: March 9 - October 9, 2026

Base of operations: WTA Packing Facility, 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 a Trail Crew Leader to lead one of our 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.

The ideal candidate will be dependable, flexible and self-motivated to coordinate and lead multi-day trail work projects. 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 Pro Crew Leader will contribute to the overall success of WTA by ensuring that all work is completed to specification by our land management partners and by cultivating a sense of safety and belonging at worksites for crew members of diverse identities, experiences and backgrounds.

The Pro Crew Leader 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 Services Manager. All Crew Leaders will go through a training period focusing on technical trail skills, leadership, project management and risk management. Over the course of the season, the Pro Crew Leader will supervise four Crew Members in the field with the support of an Assistant Crew Leader (ACL). Visit our [Pro Crew FAQ page](#) to learn more about the Pro Crew season.

Primary responsibilities

Leading trail work projects

- Collaborate with ACL to establish a safe, fun and inclusive working environment for a crew of 6 adults of diverse backgrounds.
- Communicate as needed with land agency staff during and prior to projects.
- Support, motivate and train Crew Members to complete a variety of trail projects. Projects may include annual maintenance, new trail construction, logout and construction of trail structures.
- Uphold WTA's risk management values and policies on the crew, including facilitating daily safety discussions.

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- Effectively manage emergency situations following WTA's emergency response protocols and promptly report all incidents affecting the safety, health and well-being of the crew to the supervisor. Complete an incident report and assist with follow-up investigations and debriefs as needed.
- Positively represent WTA mission, programs and membership in all interactions with land managers, trail users and others.
- Establish and manage a camp each hitch that creates a safe and inclusive environment at all times, including after hours.
- Practice Leave No Trace principles and follow WTA risk management policies and procedures.

Supporting professional development opportunities for crew members

- Collaborate with the Assistant Crew Leader to support Crew Members in developing leadership skills, trail maintenance proficiency and backcountry camping experience.
- Help foster and support a culture of feedback, including providing regular and effective feedback to colleagues.
- Provide training, mentorship and clear direction on project goals and outcomes to the crew on project goals and outcomes.

Administrative responsibilities

- Collect field data and accomplishments while working in the field, including high quality photos, metrics and GPS tracking.
- Create summaries and reports post hitch to inform our administrative workflow.
- Assist management staff in planning and preparing for future hitches.

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.
- Three or more seasons of experience leading technical trail work including new trail construction, crosscut saw work, and rock and timber structures.
- Experience in project management and an understanding of leading a work site to maximize production, efficiency and member experience.
- Demonstrated experience leading a team in a backcountry setting.
- Crosscut (bucking) and chainsaw certifications.
- WFR and CPR certification valid through the duration of employment.
- Valid driver's license and ability to drive a truck on highways and dirt roads.
- 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 weekends and 10-hour days from March through October 2026.
- Strong computer skills and proficiency with Google Suite (Gmail, Calendar and Drive).

Location and schedule

The Pro Crew Leader is a temporary position beginning March 9, 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 6 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

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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 \$24.50 - \$25.50/hour, depending on experience. 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 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, background 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 "Trail Crew Leader - 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 Joe Hall at jhall@wta.org. We look forward to hearing from you.