



## Trail Crew Leader – Mount Rainier National Park

Position Announcement – May 11, 2022

**Compensation:** \$21.00-\$22.00/hour

**Priority Application Date:** Open until filled

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### Inspiring Hikers to Create Trails for Everyone, Forever

Washington Trails Association (WTA) is the nation's largest state-based hiking and trail maintenance organization, with 15,000-member households, an online community of more than 100,000. Powered by hikers for more than 50 years, WTA works to ensure Washington's trails stand the test of time, connecting people to the outdoors—from everyday adventures to backcountry explorations. Each year, our volunteers contribute more than 160,000 hours to improve hundreds of trails around Washington; one quarter of volunteers are youth. WTA's strength is in its community and future success depends on fostering an inclusive organization and hiking community, where everyone feels welcome and represented.

### Position summary

Washington Trails Association is seeking a Trail Crew Leader who loves working with people and shares our commitment to trail stewardship and volunteerism. The Trail Crew Leader 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 Mount Rainier National Park, Washington. This is a temporary, full-time, field-based position based in Mount Rainier National Park and reports to the South Puget Sound Field Coordinator.

### Primary Responsibilities & Qualifications

#### Leading volunteer work parties

- 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, and constructions of steps, turnpike, puncheon and retaining walls
- Effectively manage emergency situations following WTA's emergency response protocols
- Positively represent WTA mission, programs and membership in all interactions with volunteers, trail users and others

#### Preparing for work parties

- Arrive at each work party with tools, refreshments and work plan
- Coordinate work party projects and plans with senior 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

- 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



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

### Other trail maintenance and construction

- Potential to work alongside agency trail crew on some days
- Potential to engage youth through school programs and trail maintenance events

### Outreach & other

- 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 back country to ensure program success

## Experience, Skills, Knowledge, and Values

*Competitive candidates will highlight the following in their application, or express willingness to learn:*

- Demonstrated commitment to [WTA's mission](#) and values on [diversity, equity and inclusion](#)
- Demonstrated experience leading a team in an outdoor setting
- 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
- WFR certification preferred, WFA and CPR certification minimum requirement valid through the duration of employment
- Valid driver's license and ability to drive a truck on highways and dirt roads
- Ability to work weekends and 10-hour days

## Schedule

The Trail Crew Leader is a temporary position beginning as soon as possible and continuing through October 3, 2022. The expected schedule for the Trail Crew Leader is 30-40 hours a week over 3-5 days each week. Generally, work parties will occur Thursday-Sunday unless otherwise defined, and requires working most weekends. Work party-related communication as well as documentation of activities may occur outside of work party days. Reliable internet and printer access for work party planning and documentation is needed; library and other public access is fine. Several times during the season the crew leader may be assigned to lead volunteers in backcountry trail projects 4-7 days in length. Due to the COVID-19 pandemic, vaccination requirements are in place for WTA staff and volunteers.

## Compensation

The hourly rate for this position is \$21.00 - \$22.00 per hour depending on experience, for training, day trip crew leading, administrative and scouting assignments. Multi-day trips are paid \$840 – \$880 per 4-day Backcountry Response trip (BCRT) and \$1,050 - \$1,100 per 5-day BCRT. A supplementary per diem rate of



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\$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 a \$200 reimbursement to offset wear and tear on personal gear. Position is eligible for paid holidays, sick leave, health stipend and an employer match retirement plan.

A WTA vehicle will be provided for transportation to work parties. Reimbursement for up to 250 miles per trip will be provided for staff members who use a personal vehicle to fulfill program needs, unless commuting to/from base of operations.

### Diversity, Equity & Inclusion

WTA is committed to advancing equity and continually working to become a more inclusive organization. We believe WTA, and Washington's hiking community, is made better by people with varied backgrounds, identities, abilities and lived experience. People of color and others with identities that are underrepresented in the outdoor industry (including but not limited to: gender identity, class, socioeconomic status, conviction history, sexual orientation, age, ability, and background) are strongly encouraged to apply.

*WTA does not discriminate in employment opportunities or practices on the basis of age, color, gender identity, marital status, honorably discharged veteran or military status, national origin, citizenship or immigration status, political ideology, race, religion, sex, sexual orientation, genetic information, the presence of any sensory, mental or physical disability, status as a victim of domestic violence, sexual assault, or stalking, or any other status or characteristic protected by federal, state or local law.*

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**To apply:** Submit a resume and a brief cover letter describing professional and personal experience relevant to the position to [seasonaljobs@wta.org](mailto:seasonaljobs@wta.org). Include "Trail Crew Leader – Mount Rainier" in the subject line. The position is open until filled. Interviews will take place as applications are received. Finalists will be asked to submit to a background check of criminal and driving history. We create opportunities for candidates to discuss any results prior to hiring decisions being made. If you have any questions, please contact [seasonaljobs@wta.org](mailto:seasonaljobs@wta.org). View other available jobs at [www.wta.org/jobs](http://www.wta.org/jobs).