Assistant Trail Crew Leader – Youth Volunteer Vacations
Position Announcement – December 1, 2021

Compensation: $19.00/hour
Priority Application Date: Open until filled

The Organization
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 an Assistant Crew Leader who loves working with teens and shares our belief that everyone should feel included in the hiking community. The Assistant Trail Crew Leader (ACL) works outdoors leading teen volunteers on 8-day Youth Volunteer Vacations, where crews will build and maintain trails on public lands while camping in various frontcountry locations across Washington. This is a temporary, full-time, field-based position based in North Bend and reports to the Youth Trail Program Coordinator.

Primary Responsibilities & Qualifications
Leading volunteer work parties
- Assist the Crew Leader in establishing a safe, fun and inclusive working environment for a crew of 14-18 year old volunteers of diverse backgrounds, including ensuring that every member of the crew follows all COVID safety protocols for the duration of the trip
- 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

Supporting camp and volunteers
- Assist Crew Leader in arriving at each work party with tools, equipment and work plan
- Assist with all aspects of camp management, including: set-up, breakdown, and food preparation and management
- Engage volunteers in all aspects of camp life including meal preparation, water collection, and recreational/social activities

Documenting work parties
- Help ensure that the morning safety review is delivered to volunteers and documented
- Report all incidents affecting the safety, health, and well-being of volunteers and staff
- Provide digital photo documentation of project progress and volunteer engagement
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**Job Skills and Experience: Required**

- Ability to create a crew community where every member feels included and valued
- Demonstrated experience working with youth and the ability to mentor teenagers
- Some demonstrated experience building or maintaining hiking trails; or comparable experience with similar construction-based or environmental stewardship tasks
- Ability to effectively manage emergency situations
- Demonstrated commitment to [WTA’s mission](#) and values on [diversity, equity and inclusion](#)
- Ability to accept and integrate feedback graciously, and give effective feedback to peers and youth volunteers
- Ability to work in an outdoor environment and follow minimum impact guidelines, including hiking up to 10 miles daily in a variety of terrain
- WFA and CPR certification minimum requirement valid through the duration of employment
  - If offered the position, applicant may be able to take advantage of a free WFA/CPR certification opportunity through WTA’s spring training series in spring 2022
- Valid driver’s license and ability to drive a truck on highways and dirt roads
- Availability for schedule outlined below, including training dates
- Ability to work weekends and 13-hour days
- Reliable internet and printer access (library and other public access is fine) for work party planning and documentation

**Job Skills and Experience: Preferred**

- A deep understanding of the experiences and community issues affecting those marginalized in mainstream outdoor opportunities, such as Black, Indigenous, and people of color (BIPOC) and/or LGBTQ+ communities

**Schedule**

The Assistant Trail Crew Leader is a temporary position starting June 13, 2022 and continuing through September 15, 2022. The expected schedule for leading each Youth Volunteer Vacation trip is Saturday to Saturday (8 days), with occasional exceptions. During this time, the Assistant Crew Leader will camp with and be responsible for the crew. We strive to schedule 5 days off between trips, during which time the ACL is expected to complete approximately 4 hours of trip preparation activities. Mandatory paid training will be June 18-25, 2022 in Washington, with additional paid training dates to be determined based on schedule and availability. Due to the COVID-19 pandemic, vaccination requirements are in place for WTA staff and volunteers.

**Compensation**

The hourly rate for this position is $19.00 per hour for training, day trip crew leading, administrative and scouting assignments. Youth Volunteer Vacation trips are paid $1,824 per 8-day trip, and meals are provided. WTA provides a 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.

ACLs are responsible for their own transportation to our logistics facility in North Bend, at which point 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.*

**To apply:** Submit a resume and a brief cover letter describing professional and personal experience relevant to the position to seasonaljobs@wta.org. Include “Assistant Trail Crew Leader - Youth Volunteer Vacations” in the subject line. If there are other open seasonal positions you would like to apply for, include this information in the body of the email, with a rank of position preferences if applicable. The position is open until filled, with priority given to applications received by January 7, 2022. Interviews will take place by mid-February. 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. View other available jobs at www.wta.org/jobs.