



Emerging Leaders Program - Assistant Leader

Position Announcement – November 1, 2021

Compensation: \$19.00/hour

Priority Application Date: November 29, 2021; position open until filled



The Organization

Washington Trails Association (WTA) is the nation's largest state-based hiking and trail maintenance organization. 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 all 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: Emerging Leaders Program

WTA is committed to creating systemic change by providing an entry point for early professional Black, Indigenous, people of color (BIPOC) individuals to gain hands-on trail maintenance experience and build leadership skills to support future career interests in natural resource stewardship, outdoor recreation and environmental nonprofit work. In its second year, the Emerging Leaders Program continues to recruit BIPOC individuals who want to be part of forming an inclusive and supportive community. WTA hopes that by investing in paid development opportunities for BIPOC communities, these future leaders will assume leadership roles and build upon professional and personal aspirations within the monochromic outdoor industry. Cohort members who successfully complete the program will be given advanced consideration for open seasonal and permanent positions at WTA that align with their skills and interests for up to 2 years.

WTA is seeking a dependable and flexible Assistant Leader to co-lead single-day trail work projects and multi-day camping/trail work trips for this cohort of early professional BIPOC individuals. Alongside trail work projects, the Assistant Leader will provide guidance and support in leadership and professional development opportunities with the cohort. The ideal candidate enjoys working outdoors with others in all weather conditions, communicates clearly in individual and team settings, has experience hiking and camping, and shares in the program's belief that everyone should feel safe and included in the outdoor community. The Assistant Leader will ensure that the cohort community and worksites are an affirming and supportive space where all members have their identities recognized and celebrated; and foster a sense of belonging for cohort members of diverse identities, experiences and backgrounds.

The Assistant Leader is a temporary, hybrid (field-based and project based) position based in Pierce County/South Puget Sound region that reports to the Emerging Leadership Program Coordinator.



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Primary Responsibilities & Qualifications

Supporting trail work parties

- Assist the Emerging Leaders Program Coordinator in establishing a safe, fun and inclusive working environment for the cohort of 6 adults of diverse backgrounds
- Support, motivate, and train cohort members to complete a variety of trail projects. Projects may include annual maintenance, new trail construction, installing drainage structures, and construction 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
- Assist in site prep and trail work party documentation including photos, paperwork, and recording incident reports

Supporting camp trips and cohort members

- Assist Emerging Leaders Program Coordinator in arriving at each trip location with tools, equipment and work plan
- Assist with all aspects of camp management on multi-day trips: fostering community and creating/upholding a positive learning environment in all spaces
- Accept and integrate feedback graciously, and provide regular and effective feedback to peers

Supporting education opportunities for cohort members

- Work closely with program coordinators and other WTA staff to collaborate on weekly education and development opportunities for cohort members, in addition to on-trail learning
- Mentor cohort members in leadership development and other professional skills through daily check-ins, feedback surveys, on-trail communication
- Participate in peer-to-peer mentorship and skill-sharing with all cohort members

Job Skills and Experience

- A deep understanding of experiences and community issues affecting Black, Indigenous, people of color (BIPOC); preferred: deep understanding of experiences of BIPOC folks in outdoor spaces and/or on public lands
- Ability to embrace and empathize with BIPOC communities of various lived experiences and identities
- Demonstrated commitment to [WTA's mission](#) and values on [diversity, equity and inclusion](#)
- Ability to create a team community where every member (people of diverse races, ages, genders, sexual orientations, abilities and economic backgrounds) feels included and valued
- Demonstrated ability to accept, provide, and integrate feedback to peers and self
- Ability to work in an outdoor environment in a variety of weather and follow minimum impact guidelines; some days may include hiking up to 6 miles daily in a variety of terrain
- Ability to work 10-hour days when needed
- Valid driver's license and ability to drive a truck on highways and dirt roads
- Ability to learn WTA's emergency response protocols and effectively manage emergency situations
- Wilderness First Aid (WFA) and CPR certifications valid through the duration of employment; or willingness to be trained



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- o **If offered the position, WTA will pay for WFA/CPR training for any candidate not currently certified**
 - Desired, but not a deal-breaker: Some demonstrated experience building or maintaining hiking trails; or comparable experience with similar construction-based or environmental stewardship tasks
 - **Full availability from January 12 – April 8, 2022**

Schedule

The Assistant Leader is a temporary, hybrid position starting in January and continuing through April. The expected schedule is 40 hours/week; schedule will include a mix of single-day events (8-hour trail work days where the Assistant Leader will return to and sleep at their own home each night), and to be determined by WTA trail team: multi-day trail maintenance trips with overnight camping as a cohort (cohort will work and camp together for up to 4 days at a time in frontcountry and backcountry settings). Due to the COVID-19 pandemic, vaccination mandates are in place for some agency partners and may extend to WTA staff.

Compensation

Compensation is \$19.00/hour. For multi-day, overnight trips this position is paid a flat trip rate, along with a supplementary per diem rate of \$50/day. Position is eligible for paid holidays, sick leave, health stipend and an employer-match retirement plan. WTA provides safety hard hats, work gloves, safety glasses and a \$200 gear reimbursement. WTA will loan boots and other camping gear as required for field work, if needed.

The Assistant Leader is responsible for their own transportation to the worksite and thus must have a reliable vehicle or mode of transportation. For use of a personal vehicle, mileage reimbursement will be provided. Carpooling options are available and dependent on individuals needs and comfort. If you are needing transportation or have questions or concerns about transportation, WTA can talk about additional options during the interview process.

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 your application - a resume and brief cover letter - to seasonaljobs@wta.org with “Assistant Leader” as the subject line. In your cover letter, specifically describe how you meet this particular job requirement: *A deep understanding of experiences and community issues affecting Black, Indigenous, people of color (BIPOC); preferred: deep understanding of experiences of BIPOC folks in outdoor spaces and/or on public lands.*

The position is open until filled, with priority given to applications received by **November 29, 2021**. Finalists will be asked to submit a Washington State background check. We will create opportunities for candidates to discuss any results prior to hiring decisions being made. For additional questions about the program, please contact MJ Sampang (msampang@wta.org), Community Partnership and Leadership Development Coordinator.

View other available jobs at www.wta.org/jobs.