



Emerging Leaders Program - Cohort Member

Position Announcement – November 1, 2021

Compensation: \$18.10/hour | **Priority Application Date:** November 29, 2021



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.

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 monochromatic 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.

The Emerging Leaders Program Cohort Member Position

WTA is seeking candidates who want to build upon their leadership skills and grow a career in the outdoor industry to participate in this 12-week program. The ideal candidate will:

- Have a deep understanding of experiences and community issues affecting BIPOC and other affinity spaces
- Shared belief that everyone of all identities should feel safe and included in the outdoors community, and ability to foster discussions and conversations around representation in the outdoors
- Express interest in working in outdoor field-based work and remote/online project-based work
- Enthusiastic to invest time in developing individual and team leadership and professional skills
- Ensure that the cohort's community, worksites, and spaces are an affirming and supportive environment where all members have their identities, ideals, and values recognized and celebrated



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Over the course of the 12-week program, cohort members will gain hands-on experience in the following ways:

Trail Maintenance Technical Skills (60%)

- Complete trail work projects while practicing inclusive and team leadership skills at work sites across the Puget Sound region
- Projects will consist of both single-day, frontcountry events in the Puget Sound region; to be determined by WTA trail team: multi-day trips where cohort will embark on overnight camping trips together
- Practice and increase knowledge in importance of safety in trail maintenance events, such as risk management and proper usage of tools and equipment

Professional Development (40%)

- Within the program there will be devoted work to professional development and educational opportunities, which may include:
 - Wilderness First Aid and CPR certification
 - Outdoor leadership skills development (snowshoeing and backpacking)
 - Resume development and career exploration within the outdoor industry or nonprofit sector
 - Cross collaboration with other WTA departments (advocacy, communications, development and community outreach)
 - Continuous engagement to a variety of career paths in the outdoor industry

Primary Responsibilities for all program cohort members:

Participate in trail work parties and overnight camping trips

- Participate in establishing a safe, fun and inclusive working environment for a cohort of 6 individuals of diverse backgrounds
- Complete a variety of trail projects: 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
- Provide, accept, and integrate feedback graciously throughout the program with peers, program leaders, and other WTA members

Participate in educational opportunities

- Set and achieve personal and professional goals throughout the 12-week program with support of members, program leaders, and other WTA staff mentorship
- Engage and collaborate in professional development projects with other WTA staff
- Advise cohort leaders and other WTA staff to identify continuous education and development opportunities relevant to cohort member's interests and goals
- Participate in peer-to-peer mentorship and skill-sharing with other program members



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Required Job Skills and Experience

- A deep understanding of experiences and community issues affecting Black, Indigenous, people of color (BIPOC) and other affinity spaces
- Ability to contribute to a community where every member (people of diverse races, ages, genders, sexual orientations, abilities and economic backgrounds) feels included and valued
- Demonstrated commitment to [WTA's mission](#) and values on [diversity, equity and inclusion](#)
- Additional interest in outdoor recreation, environmental stewardship, natural resources or non-profit work
- Ability to work in an outdoor environment in inclement weather; some days may include hiking up to 6 miles on a variety of terrain
- Ability to work 10-hour days when needed
- Desired, but not a deal-breaker: Any demonstrated experience building or maintaining hiking trails; or comparable experience with similar construction-based or environmental stewardship tasks
- Available from January 18, 2022- April 8, 2022

Schedule

The Emerging Leaders Program cohort member is a temporary, hybrid position (field-based and remote/online project-based work) based in Pierce County/ South Puget Sound region starting in January 2022 and continuing through April 2022. The expected schedule is 40 hours/week, but may vary depending on the work. Schedule will include a mix of single-day, frontcountry events (8-hour trail work days where the program member will return to and sleep at their own home each night), and potential multi-day camping and trail work trips in the Puget Sound region (where the entire cohort will work and camp together for multiple days in frontcountry and backcountry settings). All members of the cohort report to the Emerging Leaders Program Coordinator with added support from additional WTA program staff. Due to the COVID-19 pandemic, vaccination mandates are in place for some agency partners and may extend to WTA staff.

Compensation

Compensation is \$18.10 per 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.

Cohort members are responsible for their own transportation to the worksite and thus must have a reliable vehicle or mode of transportation. For cohort members who have 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.



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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:

To apply, submit your application - a resume and cover letter - to seasonaljobs@wta.org, with "Emerging Leaders Program - Cohort Member" as the subject line. 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.