



## Trail Crew Assistant Leader for Pro-Crew

Position Announcement – 3/8/21

**Compensation:** Compensation range for this position is \$18.50/hour

**Priority Application Date:** April 8th, 2021

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### 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.

### The Pro-Crew

This summer, WTA is piloting its first paid backcountry pro trail-work crew to work in three wilderness areas in the Okanogan-Wenatchee National Forest: Glacier Peak, Pasayten, and the Lake Chelan/Sawtooth. This crew will focus on remote backcountry projects in these three wilderness areas, primarily working an eight-day hitch schedule. The Pro-Crew will be predominantly self-supported, and each member is required to carry their tools, food, and camp supplies into these remote settings.

### The Pro-Crew Assistant Leader Position

WTA is seeking a dependable, flexible, and self-motivated Pro-Crew Assistant Leader to help facilitate multi-day backcountry trail work projects. The ideal candidate will love working outdoors with others in all weather, have prior experience camping and doing trail work, and share our belief that everyone should feel safe and included in the outdoors community. The Assistant Crew Leader will ensure that the crew community and worksites are an affirming and supportive space where trail crew members have their identities recognized and celebrated; cultivate a sense of belonging for crew members of diverse identities, experiences and backgrounds; and ensure all work is completed to specification by our land management partners.

Over the course of the season, the Assistant Crew Leader will help the Crew Leader to manage backcountry trail projects, provide feedback to members, and oversee adequate performance of projects.

The Assistant Crew Leader is a temporary, field-based position that reports to the Pro-Crew Leader.

### Primary Responsibilities

#### Supporting trail work projects

- Collaborate with crew leader to establish a safe, fun and inclusive working environment for a crew of 6 adults of diverse backgrounds
- Support, motivate, and train crew members to complete a variety of trail projects. Projects may include annual maintenance, new trail construction, logout, 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
- Report all incidents affecting the safety, health, and well-being of crew



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### Supporting camp and crew members

- Collaborate with crew leader to arrive at each trip location with tools, equipment and work plan
- Co-manage the group camp on multi-day trips
- Accept and integrate feedback graciously, and provide regular and effective feedback to peers

### Supporting education opportunities for crew members

- Collaborate with crew leader to support crew members with developing leadership skills, trail maintenance proficiency, and backcountry camping experience.

### Job Skills and Experience: Required

- Three or more seasons of experience with leading and facilitating projects for backcountry trail crews
- Three or more seasons with experience building or maintaining hiking trails, building rock retaining walls, and other projects related to annual trail maintenance
- Demonstrated ability to create a group/community space 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](#)
- Demonstrated ability to accept and integrate feedback graciously, and give effective feedback to peers
- 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
- Ability to work 10-hour days in remote settings
- Ability to work in an outdoor environment in a variety of weather conditions and follow minimum impact guidelines; some projects may include hiking up to 10 miles daily in a variety of terrain

### Job Skills and Experience: Preferred

- Chainsaw or crosscut saw certification (crosscut bucking preferred)
  - If offered the position, crosscut training may be available with WTA
- Wilderness First Aid (WFA) and CPR certifications valid through the duration of employment; or willingness to be trained
  - 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 2021
- Availability from May 24th – October 5th, 2021

## Schedule

The Pro Trail Crew Assistant Leader – is a temporary position starting in May and continuing through September 2021. The expected schedule is four days on/three days off, at the beginning of the season, with a transition to an eight-days on/six days off hitch schedule in July. Schedule will include predominantly remote backcountry locations with the crew hiking into their designated project site for the duration of the hitch. Projected schedule is 10-hour days throughout the duration of the season. A typical work week is 40 hours, but may vary depending on the work.



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### Compensation

Compensation range for this position is \$18.50/hour. This position will earn a trip rate for every trip, with four-day hitches at \$740 and eight-day hitches at \$1,480. Position is eligible for paid sick & holiday leave, health stipend and an employer-match retirement plan. WTA provides safety hard hat, work gloves, safety glasses and a \$100 gear reimbursement. For multi-day camping trips, WTA provides a \$50/day per diem to cover food costs.

Trail Crew Leaders are responsible for their own transportation to the worksite. For Crew Leaders who have a personal vehicle, mileage reimbursement will be provided for up to 250 miles traveled.

### Diversity, Equity & Inclusion

WTA is committed to advancing equity through our work and to becoming a more inclusive organization. People of color and others with underrepresented identities (including but not limited to: gender identity, class, socioeconomic status, sexual orientation, age, ability, and background) are strongly encouraged to apply.

*Washington Trails Association is an Equal Opportunity Employer and does not discriminate on the basis of age, ancestry, color, creed, gender identity, marital status, military status, national origin, parental status, political ideology, race, religion, sex, sexual orientation, the presence of any sensory, mental or physical disability, or any other characteristic protected by law.*

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**To Apply:** submit a resume and brief cover letter describing professional and personal experience relevant to the position to [seasonaljobs@wta.org](mailto:seasonaljobs@wta.org). Include “Pro-Crew - Assistant Leader” in the subject line. If there are other open 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 April 8, 2021. Finalists will be asked to submit to a Washington State background check. View other available jobs at [www.wta.org/jobs](http://www.wta.org/jobs).