



Adult Volunteer Vacations - Trail Crew Leader

Position Announcement - November 15, 2024

Compensation: \$24.00-\$25.00/hour, full-time, non-exempt

Priority Application Date: January 5, 2025

Season Dates: March 24, 2025 - September 30, 2025

Base of Operations: North Bend, WA

About Washington Trails Association

Washington Trails Association (WTA) is the nation's largest hiking and trail maintenance nonprofit. We have a 50-year legacy of engaging the hiking community to ensure Washington's trails stand the test of time. With more than 27,000 members and an online community of over 300,000 and growing, we are connecting people to the outdoors—from everyday adventures to backcountry explorations. Each year 4,500 WTA volunteers perform over 160,000 hours of trail maintenance across the state. We mobilize hikers as public lands advocates, trail stewards, and on-the-ground experts sharing knowledge with fellow hikers. WTA's strength is our community and our vision depends on fostering an inclusive organization where everyone feels welcome and represented. Together we can ensure there are trails for everyone, forever.

About This Opportunity

Washington Trails Association is seeking a Trail Crew Leader who loves working with volunteers and shares our belief that everyone should feel included in the hiking community. The Trail Crew Leader works outdoors leading adult volunteers on 7-day Adult [Volunteer Vacations](#), where crews will build and maintain trails on public lands while camping in various frontcountry and backcountry locations across Washington. This is a temporary, full-time, field-based position based in North Bend, WA and reports to the Multi-Day Trips Program Coordinator.

Primary Responsibilities

Leading volunteer work parties (75%)

- Establish a safe, fun and inclusive working environment for a crew of adult volunteers with diverse backgrounds.
- Ensure physical and emotional safety for a volunteer crew of diverse ages and experience levels.
- Support, motivate, and train volunteers to complete a variety of trail projects. Projects may include annual maintenance, removing logs, tread construction, drainage structures, and constructions of steps, turnpike, puncheon and retaining walls.
- Manage camp, including: set-up, breakdown, food preparation and food allergy management.
- 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 (15%)

- Participate in pre-trip briefing and debrief meeting before/after each trip.
- Communicate directly with adult volunteers via email and phone prior to trips.
- Coordinate work party projects and plans with WTA staff and land manager.
- Identify and plan for work projects by scouting trails with WTA staff, volunteers, and land managers.
- Work with the WTA Logistics Coordinator to prepare food and equipment for work parties.
- Arrive at each work party with tools, camp supplies and work plan.

Documenting work parties (10%)

- Ensure morning safety review is delivered to volunteers and documented.
- Maintain and submit Sign-in and Liability Release for volunteers in a timely manner.

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- 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 to your supervisor, and assist in any follow up investigations and debrief as deemed necessary based on the event(s).
- Communicate summary reports including work accomplished and remaining work to land managers.
- Using a WTA cell-phone, provide digital photo documentation of project progress and volunteer engagement.

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 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 6-8 miles daily in a variety of terrain, and follow minimum impact guidelines.
- Ability to manage food safety and food allergies for groups in outdoor settings.
- 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.
- WFA and CPR certification minimum requirement valid through the duration of employment; WFR certification preferred.
- Valid driver's license and ability to drive a truck on highways and dirt roads.
- Ability to work weekends and 13-hour days in remote settings.
- Reliable internet access (library and other public access is fine) for work party planning and documentation.
- Demonstrated experience leading a team in an outdoor setting.

Schedule

The Trail Crew Leader is a temporary position starting March 24, 2025 and continuing through September 2024. The expected schedule for leading each Adult Volunteer Vacation trip is 7 days of trip leading, followed by 6 days off between trips, during which time the crew leader is expected to complete approximately 8 hours of trip preparation activities. A typical work week will not exceed 40 hours. Mandatory paid training will be in late March and April 2025 in or near Seattle, WA, with additional paid training dates to be determined based on schedule and availability. There is a weeklong, unpaid summer break August 4-10.

Compensation

The hourly rate for this position is \$24.00 - \$25.00 per hour depending on experience, for training, day trip crew leading, administrative and scouting assignments. 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. For more information on benefits, please visit our website at www.wta.org/benefits.

A WTA vehicle will be provided for transportation to work parties. Should a personal vehicle be used to fulfill program needs, mileage reimbursement is provided for travel between the work site and the base of operations (North Bend, WA), up to 250 miles round trip.

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Join Our Team

Equal Opportunity

We believe WTA, and Washington's hiking community, is made better by people with varied backgrounds, identities, abilities and lived experience. WTA is committed to advancing equity and continually working to become a more inclusive organization. People of color and others with identities that are underrepresented in the outdoor industry (including but not limited to: gender identity, class, sexual orientation, age, ability, and background) are strongly encouraged to apply. To read our complete Equal Opportunity Employer statement, please visit www.wta.org/careers.

How to Apply

Visit the following URL (<https://forms.gle/s7ip6tahUEhCYNTeA>) to complete a brief application form and submit a resume to seasonaljobs@wta.org. Include "AVV APPLICATION" in the subject line. The position is open until filled, with priority given to applications received by January 5, 2025.

If you have any questions, please contact seasonaljobs@wta.org. View other available jobs at www.wta.org/careers. We look forward to hearing from you!