



# Lost Trails Found 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 - October 17, 2025

**Base of Operations:** North Bend or Central WA

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## Join 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 3,500 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 Lost Trails Found Crew Leader who has a passion for technical trail work and leading people. The Lost Trails Found (LTF) crews will work in backcountry and front country locations for multiple land managers and ranger districts throughout Washington State. These crews will focus on a broad variety of trail projects with an emphasis on restoring lost backcountry trails, while primarily working an eight day schedule. The LTF Crew will be predominantly self supported, and each member is required to carry their tools, food, and camp supplies into remote settings.

If you are dependable, flexible and self-motivated to coordinate and lead multi-day trail work projects, please apply. The ideal candidate will love working outdoors with others in all weather, have prior experience in backcountry trail work and share our belief that everyone should feel safe and included in the outdoors community. The LTF Crew Leader will ensure that the crew community and worksites are an affirming and supportive space where 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 LTF Crew Leader will supervise an Assistant Crew Leader (ACL) and four Crew Members in the field. With the support of the ACL, the Crew Leader will manage hitches, provide feedback to crew members, and oversee the adequate performance of projects. The Crew Leader will be responsible for monitoring project completion, implementing quality control and maintaining a positive crew environment for the duration of the season.

The LTF Crew Leader is a temporary, field-based, non-exempt position that reports to the Professional Services Manager. Please visit our [Lost Trails Found Crew FAQ page](#) to learn more about the LTF season.

## Primary Responsibilities

### *Supporting trail work projects*

- Collaborate with Assistant Crew Leader to establish a safe, fun and inclusive working environment for a crew of 6 adults of diverse backgrounds.
- Communicate as needed with land agency staff during and prior to projects.

## Lost Trails Found Crew Leader

- Support, motivate, and train crew members to complete a variety of trail projects. Projects may include annual maintenance, new trail construction, logcut, and construction of trail structures.
- Uphold WTA's risk management values and policies on their crew, including facilitating daily safety discussions.
- Positively represent WTA's mission, programs, and membership in all interactions with land managers, trail users and others.
- Effectively manage emergency situations following WTA's emergency response protocols and promptly report all incidents affecting the safety, health, and well-being of the crew to your supervisor. Complete an incident report and assist with follow-up investigations and debriefs as needed.

### ***Supporting camp and crew members***

- Collaborate with the Assistant Crew Leader to arrive at each trip location with tools, equipment and work plan.
- Co-manage the creation of an inclusive group camp environment and work space on multi-day trips.
- Help foster and support a culture of feedback and provide regular and effective feedback to peers.
- Practice Leave No Trace principles and WTA camp risk management procedures.

### ***Supporting professional development opportunities for crew members***

- Collaborate with the Assistant Crew Leader to support crew members with developing leadership skills, trail maintenance proficiency, and backcountry camping experience.
- Participate in peer-to-peer mentorship and skill-sharing with other crew members.

## **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](#).
- Three or more seasons of experience with leading and facilitating technical trail work including new trail construction, crosscut saw work, and rock and timber structures.
- Prior experience leading participants in a backcountry setting.
- Crosscut (bucking) and chainsaw certification.
- Current WFR certification valid through the duration of employment. WTA may be able to provide re-certification opportunities.
- 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.
- 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.
- Ability to work independently and collaboratively to meet program/organization goals, enthusiastic about embracing new challenges.
- Strong organizational skills including attention to detail, ability to create efficiencies and build investment in systems.
- Ability to set priorities, manage a variety of responsibilities and meet deadlines in an ever-changing environment.
- Ability to effectively manage emergency situations.
- Ability to accept and integrate feedback graciously, and give effective feedback to team members.
- Ability to work 10-hour days in remote backcountry settings.
- Ability to work in an outdoor environment, including hiking and backpacking up to 15 miles daily in a variety of terrain, carrying loads up to 75 pounds, following minimum impact guidelines.
- Valid driver's license and ability to drive work trucks on highways and dirt roads.

# Lost Trails Found Crew Leader

- Availability from March - October 2025.

## Location and Schedule

The Lost Trails Found Crew Leader is a temporary position starting in March 2025 and continuing through October 2025. The expected schedule is seven-day field hitches with an additional admin/prep day after each hitch (8 days total). You will have six days off in between. Schedules may differ during the March and April training periods. The schedule will include predominantly remote backcountry locations with the crew hiking into their designated project site for the duration of the hitch. Work days are 10 hours long throughout the duration of the season. A typical work week is 40 hours. There is a weeklong, unpaid summer break from August 4-10.

This role is based either from North Bend or Central WA (exact location TBD before interviews take place). Base of operation will be determined and agreed upon at time of hire. Employees are responsible for their own commute to and from the crew base at the start and end of each hitch.

## Training

All Crew Leaders and Assistant Crew Leaders will go through a 3-week training period focusing on technical trail skills (trail design and construction, crosscut saws and rock and timber structures), leadership, project management and risk management.

Additional training opportunities may be presented throughout the season.

## Compensation

Compensation is \$24.00-\$25.00 per hour depending on experience. A supplementary per diem of up to \$50/day is provided for multi-day backcountry trips. WTA provides a cell phone, hard hat, work gloves and safety glasses as well as a \$200 reimbursement to offset wear and tear on personal gear. A WTA vehicle will be provided for transportation to the work site. If a personal vehicle use is needed, mileage reimbursement will be provided for up to 250 miles total each hitch from crew base to work site (trailhead or camp). 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](http://www.wta.org/benefits)

## 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](http://www.wta.org/careers).

## How to Apply

Visit the following URL (<https://forms.gle/VdqGAvHAQ9RRsdy88>) to complete a brief application form and submit a resume to [seasonaljobs@wta.org](mailto:seasonaljobs@wta.org). Include "LTF APPLICATION" in the subject line. The position is open until filled, with priority given to applications received by January 5, 2025.

For questions, please reach out to Joe Hall, Professional Services Manager at [jhall@wta.org](mailto:jhall@wta.org). View other available jobs at [www.wta.org/careers](http://www.wta.org/careers). We look forward to hearing from you!