



Lost Trails Found Crew Member

Position Announcement – April 4, 2025

Compensation: \$22.00/hour, full-time, non-exempt

Priority Application Date: Applications reviewed on a rolling basis

Season Dates: May 12 - September 12. Possibility to extend into October.

Base of Operations: Mazama, 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 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 Lost Trails Found Crew Members who have a passion for technical trail work and working with 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 a seven day hitch schedule with periodic additional training and admin days. The LTF Crew will be predominantly self supported, and each member is required to carry their tools, food, and camp supplies into remote settings.

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 Crew Members work in conjunction with three other Members, an Assistant Crew Leader, and a Crew Leader building and maintaining trails on public lands.

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

Primary Responsibilities

Supporting trail work projects

- Contribute to a positive and affirming work environment.
- Complete a variety of trail projects under the direction of a Crew Leader. Projects may include annual maintenance, new trail construction, logout, and construction of trail structures.
- Follow WTA's risk management and safety policies at all times.
- Help LTF Crew Leader and Assistant Leader effectively manage emergency situations following WTA's emergency response protocols.
- Positively represent WTA mission, programs, and membership in all interactions with partners, trail users, and others.

Supporting camp and crew dynamics

- Contribute to 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.

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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](#).
- Two or more seasons of technical trail work experience including new trail construction, crosscut saw work, and rock and timber structures.
- Prior experience working in a backcountry setting.
- Crosscut (bucking) and chainsaw certification.
- Current WFA and CPR certification minimum requirement valid through the duration of employment; WFR certification preferred. WTA can provide certification opportunities after hiring.
- 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
- Enthusiasm for embracing new challenges.
- Ability to effectively contribute to emergency response situations.
- Ability to accept and integrate feedback graciously, and give effective feedback to team members.
- Ability to work 10-hour days in remote backcountry environments.
- 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 trucks on highways and dirt roads.
- Availability from May - October 2025.

Location and Schedule

The Lost Trails Found Crew Member is a temporary position starting May 2025 and continuing through October 2025. The expected schedule is seven-day field hitches with occasional additional admin and training days. You will have up to seven days off in between. The schedule will include remote backcountry locations with the crew hiking into their designated project site for the duration of the hitch. There will also be a number of frontcountry projects as well - with camping provided. 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 out of the Early Winters USFS Guard Station in Mazama, WA. Employees are responsible for their own commute to and from the crew base at the start and end of each hitch.

Training

All Crew Members receive a week of training focusing on organizational onboarding, crosscut saw certifications and leadership development.

Additional training opportunities may be presented throughout the season.

Compensation

Compensation for this position is \$22.00 per hour. 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).

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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.

Join Our Team

Our hiring process

At WTA, we consistently evaluate and update our hiring process to align with current best practices for equity and inclusion. The hiring process for this role will include a virtual interview and a reference check.

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 people with other 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/VdqGAvHAQ9RRsdy88>) to complete a brief application form and submit a resume to seasonaljobs@wta.org. Include **"LTF MEMBER"** in the subject line. Please use the following format for file names: "last name, first name - resume". Applications will be reviewed on a rolling basis until the position is filled.

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