



# Mount Rainier National Park - Trail Crew Leader

Position Announcement - March 28, 2025

**Compensation:** \$24.00-\$25.00/hour

**Priority Application Date:** April 18, 2025

**Season Dates:** May 12, 2025 - October 12, 2025, No-cost housing provided for the duration of the season at Mount Rainier National Park

**Base of Operations:** Puyallup and Mount Rainier National Park

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## 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 a Trail Crew Leader who loves working with people and shares our commitment to trail stewardship and volunteerism. The Trail Crew Leader works outdoors leading volunteers in building and maintaining trails on public lands. The position's primary responsibility is to lead single and multi-day work parties in the South Puget Sound area during mid-May and Mount Rainier National Park (MORA) thereafter. This is a temporary, full-time, field-based position based in Puyallup and then Mount Rainier National Park. This position reports to the South Puget Sound Field Coordinator.

## Primary Responsibilities

### ***Leading volunteer work parties (70%)***

- Ensure physical and emotional safety for a volunteer crew of diverse ages and backgrounds.
- Support, motivate, and train volunteers to complete a variety of trail projects ensuring all technical work is to standards. Projects may include annual maintenance, tread construction, drainage structures, and constructions of steps, turnpikes, 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 your crew to your supervisor, complete an incident report, and assist in any follow up investigations and debrief as deemed necessary based on the event(s).

### ***Preparing for work parties (15%)***

- Arrive at each work party with tools, refreshments and work plan.
- Coordinate work party projects and plans with WTA staff and land manager.
- May communicate directly with volunteers via email and phone prior to work parties.
- May assist other WTA staff and volunteers in identifying appropriate volunteer trail projects.

### ***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.

## Mount Rainier National Park - Trail Crew Leader

- Prepare and submit a 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.
- Using a WTA cell-phone, provide digital photo documentation of project progress and volunteer engagement.

### **Outreach & other (5%)**

- May assist efforts to engage hikers, volunteers and community groups in other WTA programming (e.g. representing WTA at events in the region).
- Perform other tasks in the front and back country to ensure program success.
- Work as a member of the Mount Rainier Trail Crew on assigned days.
- Potential to engage youth through school programs and trail maintenance events.

### **Experience, Skills, Knowledge, and Values**

WTA is committed to supporting professional development, so we encourage you to apply even if you do not meet all the qualifications listed.

*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.
- Cultural competency experience and demonstrated ability to work with people of diverse races, ages, genders, abilities and economic backgrounds.
- 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 miles daily in a variety of terrain, and follow minimum impact guidelines.
- 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 10-hour days.
- Reliable internet (library and other public access is fine) for work party planning and documentation.
- Demonstrated experience leading a team in an outdoor setting.

### **Location and Schedule**

The Trail Crew Leader is a temporary position from May 12, 2025 through October 12, 2025. The expected work schedule is 30-40 hours per week over 4-5 days. Work will take place in the South Puget Sound area during mid-May, followed by the Carbon River area in Mount Rainier National Park (MORA) thereafter. Generally, work parties will occur Thursday-Sunday unless otherwise defined, and requires working most weekends. Work party-related communication as well as documentation of activities may occur outside of work party days. Training opportunities will be available at the start of the season. No-cost housing will be provided at Mount Rainier for the duration of employment. There is an unpaid weeklong break from August 4-10.

### **Compensation**

The hourly rate for this position is \$24.00-\$25.00 per hour depending on experience. 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](http://www.wta.org/benefits).

## Mount Rainier National Park - Trail Crew Leader

A WTA vehicle will be provided for transportation to work parties from May - June. From June - October a National Park Service vehicle will be provided. 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 (Mount Rainier National Park or WTA's Puyallup Tool Cache), up to 250 miles round trip.

### 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, background check, and reference checks.

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

#### How to Apply

Visit the following URL (<https://forms.gle/wyLTuhhMTG2C51iy8>) to complete a brief application form and submit a resume to [seasonaljobs@wta.org](mailto:seasonaljobs@wta.org). Include "MORA APPLICATION" in the subject line. Please use the following format for file names: "last name, first name - resume." The position is open until filled, with priority given to applications received by **April 18, 2025**.

WTA's practice is to run a background check through Washington State and the National Sex Offender Registry. We will create opportunities for candidates to discuss any results prior to hiring decisions being made. If you have any questions, please contact [seasonaljobs@wta.org](mailto:seasonaljobs@wta.org). View other available jobs at [www.wta.org/careers](http://www.wta.org/careers). We look forward to hearing from you!