



SEASONAL TRAIL CREW LEADER

Mountains to Sound Greenway Trust

Season Length:
March 14 to October 2022

POSITION SUMMARY

Join our team! The Greenway Trust will be working closely with public land management agency partners to complete a series of trail projects throughout the Mountains to Sound Greenway National Heritage Area, with an emphasis on improving recreational access to the Greenway's network of 1000+ miles of wildland trails. Project work will primarily focus on front country and backcountry trail maintenance and construction projects. The **Trail Crew Leader** is responsible for the oversight of a team of 5-6 Trail Crew Members.

This is a full-time 7.5-month seasonal position with the possibility for short-term extension. Full days will be spent on a variety of trail maintenance and construction projects that will include brushing and logout, tread repair, and trail structure construction with rock and/ or timber.

This position is contingent upon funding from outside sources secured by the Greenway Trust.

EXPECTATIONS & RESPONSIBILITIES

The position expectations listed below are representative of the demeanor, knowledge, and ability of the applicant necessary to successfully carry out the essential duties and responsibilities of the job. Reasonable accommodations can be made as possible.

- **Leadership**
 - Professionally represent the Greenway Trust and follow and enforce all Greenway Trust policies.
 - Model a high standard of courtesy, selflessness, tolerance, hard work, adaptability, and flexibility.
 - Engage, listen to, and learn from people with diverse perspectives and experiences.
 - Demonstrate strong communication skills and ability to motivate a team.
 - Act as liaison between the Trail Crew and the Trail and Field Projects Coordinator.
- **Project Implementation**
 - Teach and ensure proper maintenance and construction techniques.
 - Delegate project work, motivate crew, and ensure quality control to the Greenway Trust and land manager specifications and standards.
 - Strong communication with Greenway Trust project managers.
- **Safety and Risk Management**
 - Manage the crew's safety and well-being.
 - Establish and maintain a culture of safety on the crew during all Greenway Trust projects.
 - Conduct daily safety check-in's, enforce COVID-19 safety procedures, and provide firm, consistent feedback when mistakes are made.
- **Administrative**
 - Complete professional documentation of timesheets, vehicle mileage logs, project metrics, project reports, safety documentation, and incident reports in a timely manner.
 - Manage trails program and vehicle credit cards and receipts.
- **Physical and Mental Fitness**

- Work long days doing manual labor including building common trail structures, moving project materials, and operating equipment.
- Ability to hike up to 10 miles per day with equipment and tools.
- Ability to carry heavy loads (50-70 lbs.)
- Work and live outside in inclement weather for extended periods of time.

QUALIFICATIONS

A successful applicant brings a combination of the following knowledge and experiences. Reasonable accommodations are possible.

Required

- Valid driver's license and insurable driving record.
- Valid Wilderness First Responder certification or ability to obtain one prior to the date of employment.
- Chainsaw/crosscut bucking training or experience.
- Experience in proper use of tools and conducting routine maintenance of tools.
- Demonstrated ability to teach and ensure proper maintenance and construction techniques and tool safety to a new crew.

Desired

- Experience driving four-wheel drive vehicles on unpaved roads.
- Familiarity with and field experience with hoisting and rigging systems.
- Experience with trail maintenance, construction in the Pacific Northwest.

REPORTS TO

The Trail Crew Leader reports to the Trail and Field Projects Coordinator.

COMPENSATION AND BENEFITS

Compensation is \$21.00 - \$22.00 per hour depending upon experience.

Benefits for full-time seasonal employees include paid sick time (accruing at one hour per 40 hours worked with 20 hours fronted at the start of the season), worker's compensation coverage, optional participation in an Individual Coverage Health Reimbursement Arrangement (ICHRA) (\$200 monthly contributed by the Greenway Trust), participation in [HealthiestYou](#) program, and optional participation in a 403(b)-retirement plan. This position is not eligible for paid time off including holiday pay. There may be a possibility of unpaid days off due to extenuating circumstances.

The Greenway Trust will provide a work vehicle to get to and from work projects, a cell phone and satellite communicator, hard hat, gloves, safety glasses, first aid kits, ear protection and some personal camping gear, including a tent and stove. All group gear required for overnight camping will be provided. The Greenway Trust will provide food for overnight projects.

LOCATION AND SCHEDULE

The Trail Crew is based out of the Greenway Trust Field Office at Lake Sammamish State Park in Issaquah, WA and will work on surrounding public lands. The Trail Crew works a 10-hour workday (7am to 5:30pm), on a Monday-Thursday schedule, with 4- and 8-day overnight work weeks in the summer.

TO APPLY

Please send in a cover letter, resume, references, any materials you wish to share that are related to your trail maintenance and construction experiences to:

apply@mtsgreenway.org

Indicate which position you are applying to in the email subject line. In the cover letter, please include your leadership style, including successes or failures that have shaped you as a leader, how you balance soft skills necessary for good leadership with technical project requirements, and how you have engaged in topics of diversity, equity, and inclusion. Cover letters should not exceed two pages.

Applicants for the Crew Leader position may be considered for a Crew Member position. This position is open until filled; priority will be given to applications received by **January 31, 2022**.

ABOUT THE MOUNTAINS TO SOUND GREENWAY TRUST

The Mountains to Sound Greenway Trust leads and inspires action to conserve and enhance the landscape from Seattle across the Cascade Mountains to Central Washington, ensuring a long-term balance between people and nature. Our coalition of community members, businesses, government agencies, and donors is joined together by the ethos that when we have meaningful connections with our natural surroundings, we are healthier and happier, our communities are stronger and more equitable; our lives are better.

Nearly thirty years of collaboration and hard work have tested and strengthened the vision of the Mountains to Sound Greenway and resulted in this landscape being recognized as a National Heritage Area by the US Congress. We have proven to this region and the rest of the nation that collaborative conservation, pursued by a broad-based and inclusive coalition of partners, can affect positive change. Learn more at www.mtsgreenway.org

STATEMENT ON DIVERSITY, EQUITY, AND INCLUSION

The Greenway Trust strives to be a multicultural organization. We have contracted with a Diversity, Equity, and Inclusion consultant who is helping to guide us as we develop and grow. We acknowledge that we operate in a historically white-led field and that this process is long overdue. We are still early in this work and know that we will make mistakes, but we are committed to creating lasting structural changes that increase the diversity, equity, and inclusion internally in our workplace and externally in the communities we serve.

STATEMENT ON COVID-19

The Mountains to Sound Greenway Trust is following Washington State and King County guidelines in response to COVID-19. We have modified on-the-ground programming as needed to be safe during the pandemic. Our pandemic response plan can be found on our website at www.mtsgreenway.org/covid19/.

Please note that vaccination requirements are in place for Greenway Trust staff and volunteers.

EQUAL OPPORTUNITY PROVIDER

The Greenway Trust is committed to providing equal opportunity for all employees and applicants without regard to race, color, religion, creed, national origin, sex, age, marital status, sexual orientation, gender identity, disability, ancestry, genetic information, use of a service animal, honorably discharged veteran, military status, political ideology, personal appearance, family responsibilities, or any other characteristic protected under federal, state or local law. Each person is evaluated on the basis of personal aptitude and merit.