



SEASONAL TRAIL CREW MEMBER

Mountains to Sound Greenway Trust

Season Length:
April 4 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 focus on front country and backcountry trail maintenance and construction projects. **Trail Crew Members** support project implementation and will be provided opportunities for leadership growth as the season progresses.

This is a full-time 7-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, 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.

- **Interpersonal Communication**
 - Professionally represent the Greenway Trust and follow all Greenway Trust policies.
 - Engage, listen to, and learn from people with diverse perspectives and experiences.
 - Possess high standard of courtesy, selflessness, tolerance, hard work, adaptability, and flexibility.
- **Safety and Risk Management**
 - Contribute to a culture of safety on the crew during all Greenway Trust activities and projects.
 - Perform daily COVID-19 self-checks and report any incidents or injuries in a timely manner.
- **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.
- **Administrative**
 - Support professional documentation of project metrics, vehicle mileage logs, project reports, safety documentation, and incident reports as needed.

DESIRED QUALIFICATIONS

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

- Experience driving four-wheel drive vehicles on unpaved roads.
- Experience with trail maintenance and construction in the Pacific Northwest, or similar.
- One season of trail crew experience, or similar.
- Working knowledge of proper and safe use and maintenance of trail tools and equipment.
- Chainsaw/crosscut bucking training or experience.

- Wilderness First Aid or Wilderness First Responder certification.
- Experience working in backcountry settings.
- Relevant education and/or experience in a natural resource field or outdoor work environment.

REPORTS TO

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

COMPENSATION AND BENEFITS

Compensation is \$19.00 per hour.

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 personal 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. This position is contingent upon funding secured by the Greenway Trust.

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 address your experience and passion related to trails and how you have engaged in topics of diversity, equity, and inclusion.

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.