



**Pacific Crest Trail
Association**

JOB ANNOUNCEMENT

February 1, 2021

SEEKING TALENTED TRAIL CREW LEADERS

The Pacific Crest Trail Association, headquartered in Sacramento, California, is dedicated to protecting, preserving and promoting the Pacific Crest National Scenic Trail. The following staff position is currently open:

Trail Crew Technical Advisor - Four positions to be filled

Southern California/Northern California – week of April 12 to week of November 13 19 (31 weeks*)

Southern California/Northern California – week of April 12 to week of December 11 (35 weeks*)

Northern California/Southern Oregon – week of May 29 to week of October 9 (19 weeks*)

Oregon/Southern Washington – week of June 12 to week of September 25 (15 weeks*)

***anticipated length of seasons**

In this position, you will have the opportunity to:

- Work with and supervise volunteer & corps crew trail crews while teaching trail maintenance skills
- Coordinate and oversee a variety of projects on the Pacific Crest Trail
- Manage project planning, backcountry logistics, and project implementation
- Conduct trail assessments accompanied by new trail design & layout (Northern California/Southern Oregon position only)

This is a full-time hourly seasonal staff position working on trail projects. Weekly compensation will depend on project schedule but will average between \$600-\$800. Vehicle restricted to work-related travel will be provided as needed. Benefits may be provided depending on the length of the seasonal position.

We are seeking applicants with:

- Minimum of two years of relevant professional experience or five years of substantial volunteer experience
- Experience in training, managing, and leading trail crews
- Extensive knowledge of safety protocols
- Trail design, construction, and maintenance skills
- Good interpersonal and relationship-building skills
- Backcountry living and Leave No Trace skills
- Excellent organizational skills
- Ability and willingness to travel, work, and camp on the PCT in remote, backcountry locations
- Ability to physically perform trail work
- Familiarity with horse and mule packing experience
- Excellent written and verbal communications skills
- Ability to work independently and with a team
- Experience working with land management agency partners
- Wilderness first aid and CPR certifications
- Crosscut and/or chain saw certification of U.S. Forest Service B – Bucking level or higher

Positions are open until filled. Please e-mail which position(s) you are applying for, resume, contact information for three references, and a letter of interest detailing applicable qualifications to Hiring Team at hr@pcta.org with the subject "Technical Advisor." All attachments must include applicant's last name on the file name. Additional information on this position and Pacific Crest Trail Association are online at www.pcta.org. For questions, contact Jennifer Tripp at (916) 243-9923 or by email at jtripp@pcta.org.

PCTA is an equal opportunity employer. PCTA policy prohibits discrimination on the basis of race or perceived race, color, creed, gender, religion, marital status, sexual orientation, age, national origin or ancestry, citizenship status, veteran status, physical or mental disability, medical condition including genetic characteristics, arrest record, or any other consideration made unlawful by federal, state or local laws.



Revision Date: January 16, 2019

Job Title: Trail Crew Technical Advisor
Supervisor: Regional Representative
F.L.S.A.: Non-exempt

Summary – Full-time seasonal employees will work with AmeriCorps, American Conservation Experience (ACE) and other volunteer trail crews and corps to teach excellent trail work and oversee projects on the ground in a variety of locations along the PCT. Crews are primarily mixed corps crews and adult volunteer trail crews working 5-10 day projects in the backcountry. Additional work may include leading high school, college, and adult volunteer crews.

This position requires excellent trail maintenance, rehabilitation and construction skills, and the ability to work with and teach a variety of people. Some work will require this person to train crews and build crew leaders' skills while completing hands-on trail maintenance, rehabilitation and construction projects. Other projects require a more typical crew leader role, teaching volunteers, managing logistics and preparing projects for the crew. The entire season is from February to mid-September. Not all positions cover the entire season. Short-term project specific positions may be offered.

Essential job functions and tasks are:

- Oversee trail projects in the backcountry on the PCT
- Train trail crews in trail maintenance, rehabilitation, and construction skills
- Build crew leaders' skills with hands-on trail projects
- Coordinate project logistics with federal and state agency partners such as the U.S. Forest Service and the Bureau of Land Management
- Serve as crew leader when needed
 - Teach volunteers trail skills
 - Manage base camp and trail project logistics
 - Prepare projects for the crew

Education and Training:

- High school diploma
- Some college experience preferred

Experience and Qualifications:

Required

- Minimum of two years of relevant professional experience or five years of substantial volunteer experience
- Experience in training, managing, and leading trail crews
- Backcountry living and Leave No Trace skills



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- Excellent organizational skills
 - The ability and willingness to travel on the PCT in remote, backcountry locations, often requiring several days of backcountry travel and living
 - Trail design, construction, and maintenance skills
 - Proven experience in working with volunteers
 - The ability to perform physical trail work with partners
 - Excellent written and verbal communications skills
 - Ability to work independently and as a team player
 - Good interpersonal and relationship-building skills
 - Wilderness First Aid and CPR
 - Chain saw or crosscut saw certification

Desirable

- Additional professional or volunteer experience in areas relating to the position
- Certification and/or proficiency in technical trail construction skills such as chain and crosscut saw operation, wilderness medical training, winch use and rigging, stock packing, etc.
- Experience working with youth in trail or environmental work, environmental education, backcountry travel or service learning
- Experience in adult training or education

Physical Requirements:

- Must be able to hike on the PCT for up to several days at a time at various elevations
- Must be able to work alongside volunteers using a variety of trail tools

Typical Working Conditions:

The Technical Advisor works under the direct supervision of the Regional Representative in the project area. He or she is expected to communicate regularly on work projects. Regular backcountry travel is to be expected, as is an irregular work schedule that will include weekend work. Dependable personal transportation is required and mileage is reimbursed.

Equipment Used:

- Office equipment, including a laptop computer, printer, copier, and scanner.
- Trail tools, including:
 - Hand tools such as Pulaskis, McLeods, pick mattocks, rock bars, sledge hammers, shovels, and crosscut saws
 - Advanced tools such as chain saws, brush saws, pionjars, and rigging systems



Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Employee Acceptance _____

Date _____