



JOB ANNOUNCEMENT

April 5, 2021

Open Positions: **Trail Crew Technical Advisors in Washington's North Cascades**

Seasonal Positions: **June 17th to September 16th (14 weeks) – 3 positions to be filled**

The mission of the Pacific Crest Trail Association is to protect, preserve and promote the Pacific Crest National Scenic Trail as a world-class experience for hikers and equestrians, and for all the values provided by wild and scenic lands. To support our mission, we are hiring experienced trail crew leaders who want to improve the physical condition of the PCT.

In this position you will have the opportunity to:

- Work with and supervise volunteer and 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.

This is a full-time hourly seasonal staff position in which a majority of work time will be spent in the field leading trail maintenance projects. Weekly compensation will depend on the project schedule but will generally exceed \$800 per week. Dependable personal transportation is required and mileage is reimbursed up to PCTA travel reimbursement guidelines. Rental vehicles can be provided when needing to transport large quantities of tools and equipment or when extensive travel on rough unpaved roads is required. The temporary position makes a meaningful impact on the maintenance of the PCT and the experience it provides. The position is an excellent introduction to PCTA, which is a growing organization planning to add more year-round trail positions.

What makes you a great fit for a technical advisor position:

- 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
- Great interpersonal and relationship-building skills
- Trail design, construction, and maintenance skills
- Backcountry living and Leave No Trace knowledge
- Excellent organizational skills
- Ability and willingness to travel, work, and camp on the PCT in remote, backcountry locations
- Ability to work independently and with a team
- Excellent written and verbal communications skills

Additional desired knowledge:

- 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
- Familiarity with horse and mule packing



Pacific Crest Trail Association

To Apply: Positions are open until filled. Please e-mail with 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 Washington." 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 Michael DeCramer (206) 295-9359 or by email at mdecramer@pcta.org.

About the Pacific Crest Trail and the PCTA

The Pacific Crest Trail (PCT) spans 2,650 miles from Mexico to Canada through California, Oregon, and Washington. One of America's National Scenic Trails, the PCT reveals the beauty of the desert, the glaciated expanses of the Sierra Nevada, and the deep forests and commanding vistas of the Cascade Range. Untold thousands of hikers and equestrians enjoy this international treasure each year. Some only travel a few miles, while others complete every mile in a single season.

The mission of the PCTA is to protect, preserve and promote the Pacific Crest National Scenic Trail as a world-class experience for hikers and equestrians, and for all the values provided by wild and scenic lands. PCTA's many stakeholders include hikers, equestrians, volunteers, members, donors, trail communities, public land managers, and many other partners. Our dedicated team includes 27 staff members and 12 current board members. Our organizational values include:

- **The Passion and Leadership of People** – Passion for the trail experience continues to spread, inspiring remarkable contributions from our volunteer leaders, staff, partners, and the rest of the PCT community.
- **Collaboration** – Internally, we are a highly collaborative and mutually-supportive team. Externally, we are committed to mutual trust and respect with our partners. We resolve differences when they may emerge with respect and civility.
- **Integrity** – Our success and reputation depend on our integrity as an organization. Therefore, we use consistent, reliable decision-making to guide our efforts. We apply common sense and good judgment to our work and recognize our essential responsibility to use contributions and resources to best support the trail.
- **Stewardship and Philanthropy** – We could not achieve our mission without the generosity, commitment and philanthropic support of our volunteers, members and donors who share these values.
- **Diversity, Equity, and Inclusion** – PCTA acknowledges systemic racism and other social injustices and their impact on the PCT community. We have begun the journey of understanding racism and injustice and their impacts on people of color and others. We are committed to making change within our organization and to supporting change within the PCT community towards a more just and equitable future.

PCTA will be updating our mission, vision, and values later in 2021.

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



**Pacific Crest Trail
Association**

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_____