



## JOB ANNOUNCEMENT

December 19, 2022

Open Positions: Four **Field Project Specialists** (position formerly titled Trail Crew Technical Advisor)

Are you passionate about environmental conservation and connecting people to the outdoors? The Pacific Crest Trail Association (PCTA) is looking for someone with outdoor leadership experience in training and supervising trail crews to join our team as a Field Project Specialist.

The Field Project Specialist works with trail crews to oversee projects and teach technical trail working in various locations along the Pacific Crest Trail. Trail crews vary with a mix of corps crews, young adults, and adult volunteers working on projects in both front country and backcountry settings. Projects vary in length from 1-10 days.

These full-time, seasonal positions will be participating in a variety of projects, including but not limited to, wildfire repair, corridor clearing & logout, technical rock work & dry masonry, tread repair, and new trail construction. The length of season and start and end dates varies between the positions. *Please see the regional addendums for more specific information for each of the 4 positions: **Northern Sierra 1, Northern Sierra 2, Northern California, and Columbia Cascades.***

### **In this position, you will have the opportunity to:**

- Provide on-site leadership managing trail project logistics and technical oversight, in the backcountry or front country. May include coordination of supply loads for transport by animal packers
- Provide technical guidance, training, and support to crew leaders, crew members, and volunteers while on the project and in camp
- Supervise and manage projects, train and guide corps crews and volunteer crews in trail maintenance, rehabilitation, and construction skills
- Facilitate projects and training planning and related communications with land managers, volunteer leaders, and other partner organizations
  - Communicate project accomplishments
  - Manage accurate data, records, and reports
- Coordinate all project-related logistical and paperwork requirements
- Facilitate pre-and-post project corps crew and volunteer communications
- Ensure corps crew and volunteer work meets PCT and agency standards while adhering to all associated safety and environmental protocols

See full job description on our [website](https://www.pcta.org/about-us/jobs/) at: <https://www.pcta.org/about-us/jobs/>

### **What Makes You a Great Fit for this Position?**

- Minimum of two years of relevant experience
- Outdoor leadership in training, managing, and leading trail crews
- Embraces diversity, equity, and inclusion as a personal value
- Leave No Trace and backcountry living skills
- Excellent trail maintenance, rehabilitation, and construction skills
- Ability to maintain a safe working environment in the field



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- Experience communicating with, coordinating, teaching, and managing corps crew, crew leaders and volunteers
- Excellent interpersonal skills with the ability to build authentic relationships and interact with people from diverse cultural, socioeconomic, and ethnic backgrounds
- Ability to listen, give, and take feedback and learn
- Strong time management and detailed organizational skills with the ability to self-direct workflow to manage multiple projects at once and meet deadlines
- Team player with initiative, determination, and flexibility who thrives in a fast-paced work environment
- Proficiency using a computer, Microsoft Office and Outlook; comfortable learning new technology systems as needed
- Possess a valid driver's license with clean driving record, and be able to drive vehicles

### **Desirable Skills and Certifications:**

- Proficiency in technical trail construction skills such as rock work, rigging, stock packing, etc.
- Chain and crosscut saw certifications
- Valid wilderness first aid, including CPR certification, or ability to complete certifications before the employee's first managed project

### **Physical Requirements:**

- Ability to work in front and backcountry settings at high elevations and in inclement weather
- Ability to lift 25 pounds
- Ability to travel, including hiking and backpacking on and off trail for several days at a time
- Ability to perform manual trail work

### **Typical Working Conditions and Travel:**

The Field Project Specialists works from a satellite office located within the region under the direct supervision of the Regional Representative in the project area. Regular backcountry travel with substantial time overnight in the field is to be expected as well as weekends and some evenings. They are expected to communicate regularly on work projects. Typical office equipment used includes laptop computer, necessary peripherals, and other standard office equipment. Field equipment used includes hand tools such as Pulaskis, McLeods, pick mattocks, rock bars, sledgehammers, and shovels. Advanced tools used in the field include crosscut and chain saws, brush saws, and rigging systems.

### **Salary and Benefits:**

This is a full-time hourly seasonal staff position. Hourly pay is \$20 per hour and Field Project Specialist will average 50 hours of work per week and are eligible for overtime pay. Housing is not provided; however, a housing differential/allowance is provided in addition to the hourly wage. PCTA reimburses for mileage at the IRS rate or a vehicle restricted to work-related travel may be provided as needed. Gear stipend of up to \$250 is provided. Food costs are covered while in the field. Positions 6 months or longer in duration are eligible for the following benefits: paid holidays, vacation, and sick time, health, dental, vision, life, and long-term disability.

### **Eligibility Requirements:**

The new hire process includes conducting a **criminal history record check** after a conditional offer is made to the candidate. If there are convictions on the report, PCTA conducts an individualized assessment as to whether any convictions have a direct and adverse relationship



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with the specific job duties of the position. PCTA will consider the offense, how long it's been since the applicant committed the offense and the nature of the job the applicant is applying for.

## **To Apply:**

**Positions are open until filled with interviews scheduled the week of January 16, 2023.**

Please e-mail which position(s) you are applying for, resume, references, and a letter of interest to Hiring Team at [hr@pcta.org](mailto:hr@pcta.org) with the subject **"Field Project Specialist."** Please include your name in each document (i.e., "jsmith resume," "jsmith references"). For questions, contact Connor Swift at [cswift@pcta.org](mailto:cswift@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.

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 30+ staff members and 15 current board members.

## **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. See our [website](#) for more information about our commitment to diversity, equity, and inclusion.

*PCTA is an equal opportunity provider.*

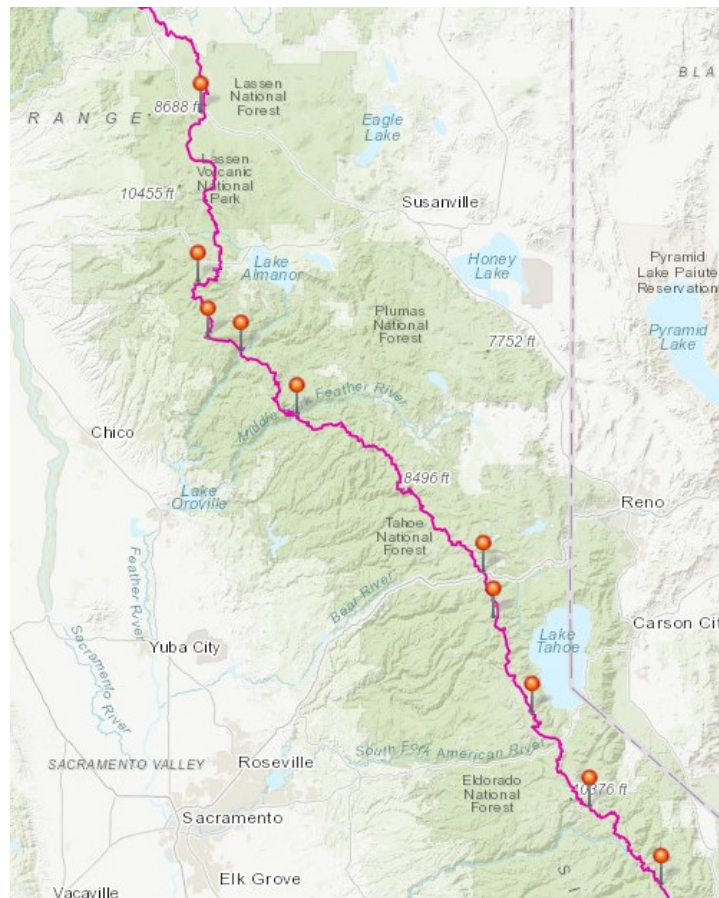


## Northern Sierra Regional Addendum

Open Positions: Two **Field Project Specialists – Northern Sierra 1 & Northern Sierra 2**

Seasonal positions start April 18. **Northern Sierra 1** is approximately 30 weeks in duration, ending November 10. **Northern Sierra 2** is approximately 24 weeks in duration, ending September 29. The positions will be participating in a variety of trail projects across the region. Dependent upon the position, work will be at the following locations (subject to change):

- Hat Creek Rim, Lassen National Forest
- Donner Summit, Tahoe National Forest
- Castle Peak, Tahoe National Forest
- Granite Chief Wilderness, Tahoe National Forest
- Sonora Pass in the Hoover Wilderness, Humboldt-Toiyabe National Forest
- Sonora Pass in the Carson-Iceberg Wilderness, Humboldt-Toiyabe National Forest
- Chips Creek Inventoried Roadless Area, Lassen National Forest
- Middle Fork of the Feather River Wild & Scenic Area, Plumas National Forest
- North Fork of the Feather River, Plumas National Forest
- Echo Lakes & Desolation Wilderness, Lake Tahoe Basin Management Unit
- Echo Summit, Eldorado National Forest





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**Northern Sierra Regional Office and Duty Station:**

The Northern Sierra regional office is located in Portola, CA within the Plumas National Forest, approximately an hour drive from Lake Tahoe and Reno. Field Project Specialists work under the direct supervision of the Northern Sierra Regional Representative. When not in the field, the Field Project Specialists will work from an agreed upon remote duty station or from the regional office in Portola.

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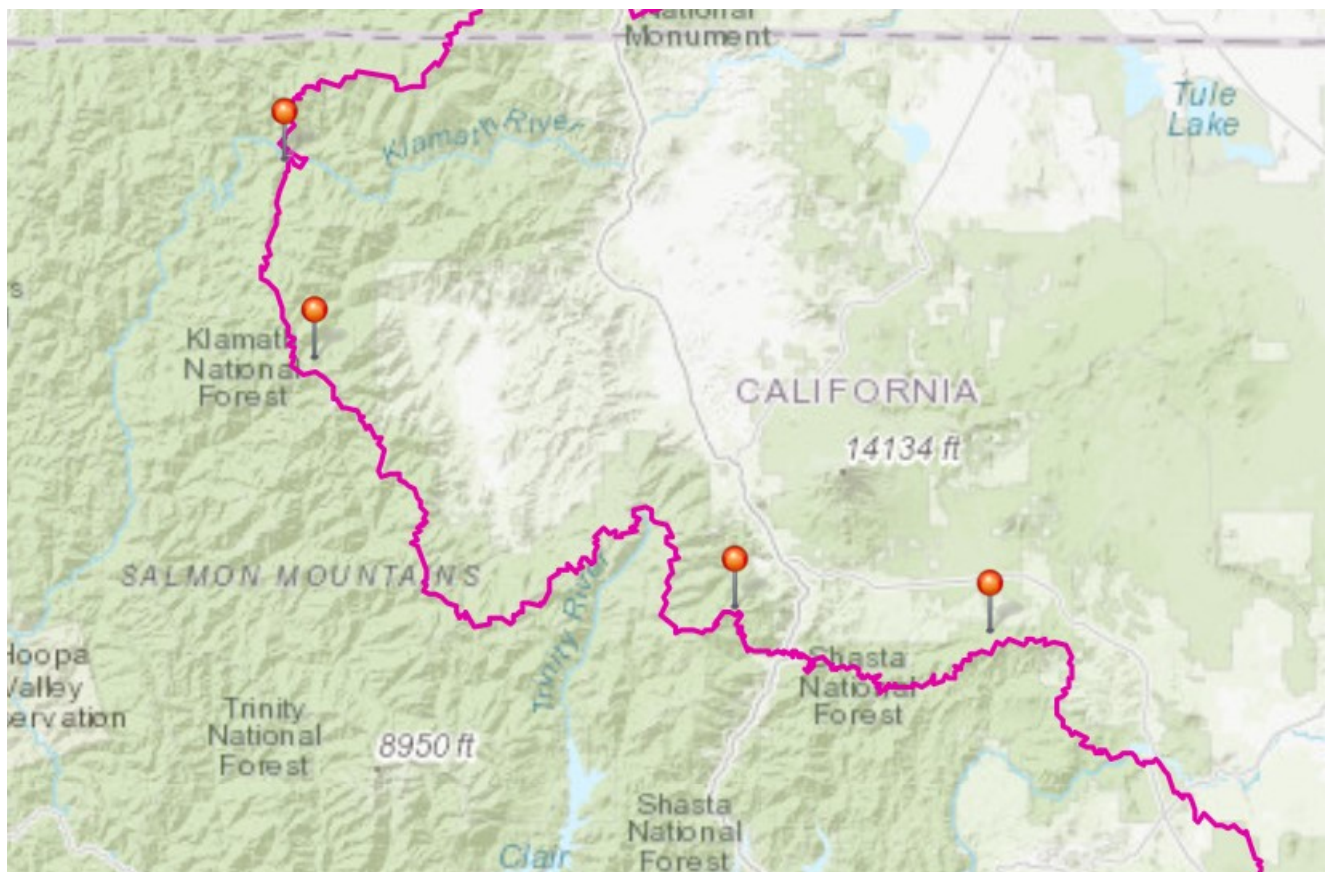


## Northern California Regional Addendum

### Open Positions: **Field Project Specialist – Northern California**

Seasonal position to start week of May 21<sup>st</sup> is approximately 18 weeks in duration, ending week of August 20<sup>th</sup>. The positions will be participating in a variety of trail projects across the region. Dependent upon the position, work will be at the following locations (subject to change):

- Klamath River on the Klamath National Forest
- McCloud River area on the Shasta-Trinity National Forest
- Castle Crags Wilderness on the Shasta-Trinity National Forest
- Russian Wilderness on the Klamath National Forest



### **Northern California/Southern Oregon Regional Office and Duty Station:**

The Northern California/Southern Oregon regional office is in Medford, OR. However, given that this position will primarily be working in Northern California the duty station is negotiable with the town of Mt Shasta, CA being most central. Field Project Specialists work under the direct supervision of the Northern California/Southern Oregon Regional Representative.

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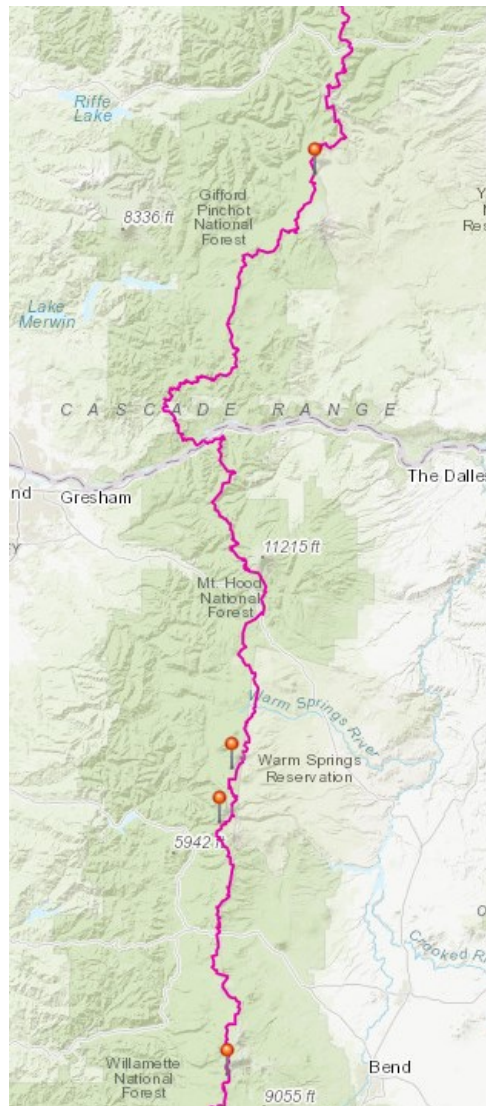


## Columbia Cascades Regional Addendum

Open Positions: **Field Project Specialist – Columbia Cascades (Central Oregon – Southern Washington)**

Seasonal position to start in mid-May and through Mid-October. The positions will be participating in a variety of trail projects across the region. Work in the Columbia Cascades will be supporting crews in Central Oregon into Northern Washington. This work will include projects in the following locations depending on weather and other conditions:

- Mt Adams – Gifford Pinchot National Forest
- Mount Hood National Forest
- Mount Jefferson Wilderness – Willamette National Forest
- Three Sisters Wilderness – Deschutes National Forest





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**Columbia Cascades Regional Office and Duty Station:**

The Columbia Cascades regional office is in North Bonneville, WA. However, given that this position will primarily be working throughout the region, the duty station is negotiable. Field Project Specialists work under the direct supervision of the Columbia Cascades Regional Representative.

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