



Trail Crew Leader (Seasonal Position)

Employment Type: Seasonal; Full Time; Hourly; Non-Exempt

Employment Period: May - September

Reports to: Trails Director, Lands Coordinator

Pay Rate: \$18-\$21/hour depending on experience

Benefits: Paid public Holidays, housing may be available.

40 hours per week

Must be 18 years of age or above

About Inland Woods + Trails

Inland Woods + Trails (IWT), a nonprofit based in Bethel, Maine connects people to communities in Western Maine through the sustainable management of high quality, durable trails and woods for all seasons. We currently maintain over 100 miles of trails in Oxford County which includes 18 miles of single-track mountain bike trails, 16 miles of hiking trails, 15 miles of groomed cross-country ski trails, 10 miles of groomed fat tire bike and snowshoe trails, and 30 miles of double-track, multi-use pathways and woods roads. These trails are threads throughout the fabric of the communities in which we serve including 2000 acres of land that IWT owns in fee and 8000 other acres on a mix of municipal, conserved, and private lands.

Core Values of Inland Woods + Trails

1. Welcoming to all
2. We love our work and have fun doing it
3. We seek excellence in our craft
4. We are open to innovation
5. We always act with respect

Core Focus

- We are dedicated to creating and promoting economic growth, prosperity and healthy lifestyles in Maine.
- We connect communities through the development, maintenance and promotion of multi-use recreational trail networks for all ages and abilities.
- We develop durable and inclusive opportunities for recreation and education in thoughtfully managed natural environments.

The Inland Woods + Trails Niche:

1. Exceptional design, in the building and management of trails and facilities on fee owned and partner lands that are ideal for diverse needs, uses and skill levels.
2. Long-term view with strategic capital allocation in trails, equipment, facilities, and lands that have enduring community impact.
3. Responsible resource management balancing environment and our passionate community.

Job Overview

Under the direction of the Trails Director and Lands Coordinator the Trail Crew Leader will supervise a crew of up to four seasonal Trail Crew Members aged 16 years old and above from June 22 to approximately August 21st Prior to that, the Trail Crew Leader will work alongside the Trails Director, Lands Coordinator and other seasonal staff to do appropriate training, planning and reconnaissance, trail building and maintenance tasks. The trail crew under the leadership of the Trail Crew Leader performs trail maintenance and trail building tasks at a high quality, sustainable, and fun manner, sometimes in remote locations. Trail Crew Leader will be expected to be comfortable traveling and working alone at times in remote settings.

Responsibilities

Trail building and maintenance.

- Adhere to field safety protocols to ensure safety of self and others
- Supervise Trail Crew Members and volunteers while at work.
- Perform trail maintenance on trails including, but not limited to, brushing, lopping, tread repair using a variety of tools including loppers and shovels.
- Construct new trails using sustainable and climate resilient trail techniques.
- Work alongside other IWT staff on land stewardship projects
- Completes trail work in a timely and efficient manner.
- Follows established protocol to ensure that project work quality remains consistent.
- Maintain tools and equipment in accordance with established procedures.

The job responsibilities listed above are not an exhaustive list and the Trails Director and Lands Director may ask for additional tasks to be performed as part of routine employment.

Essential Requirements for Employment

General Requirements

- Experience with trail maintenance and building. Ideally with experience of chain saw use, use of power tools, off road vehicle use.
- Experience with supervising, leading and teaching others.
- Clean driving record.
- Experienced in remote settings; traveling, working, camping in areas where emergency response times are prolonged and vehicle access limited.
- Completion of basic first aid and CPR training.

Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Reasonable accommodation may be made to enable individuals to perform the essential functions.

Daily Physical Demands include:

- Ability to stand for extended periods of time
- Use of hands to finger, handle or feel objects
- Reach with hands and arms
- Walk, climb, or balance and stoop
- Ability to lift and move objects up to 50 pounds
- Ability to converse and exchange accurate information while working in the field
- Vision ability requirements include the ability to inspect, identify, observe, and assess situational work environments both close up and at a distance.
- Endurance to conduct fieldwork in remote settings under strenuous conditions
- Ability to carry up to 50 lbs. over rough terrain and hike for an extended length of time in the weather conditions or the Western Maine Mountains.

Work Environment

- Fast paced, physically demanding, team oriented, and fun work environment
- Work with moving mechanical equipment (i.e. tools, shovels, hand saws, power wheelbarrow, may also be trained on mini excavator and other power machinery etc.)
- Ability to work in an environment with unpredictable weather
- Ability to work in remote locations for extended periods of time

We are an equal opportunity employer, dedicated to a policy of nondiscrimination in employment on any basis including race, creed, color, age, sex, religion or national origin.