



## Seasonal Trail Crew

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

**Employment Period:** Approximately June 22<sup>nd</sup> to August 21st

**Reports to:** Trails Director, Lands Coordinator or Trail Crew Leader.

**Pay Rate:** \$15-18 /hour

**40 hours per week**

**Must be 16 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 and supervision of the Trails Director, Lands Coordinator and Trail Crew Leader the Trail Crew performs trail maintenance and trail building tasks at a high quality, sustainable, and fun manner, sometimes in remote locations. The Trail Crew would typically work in concert with a 4–5-person team in the woods and on the trails Inland Woods +Trails maintains. The Trail Crew will be expected to be comfortable working with the team at times in remote settings.

## **Responsibilities**

### *Trail Building and Maintenance*

- 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 Trail Crew Members, supervising IWT staff and volunteers while at work.
- 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.
- Adhere to field safety protocols to ensure safety of self and others.

The job responsibilities listed above are not an exhaustive list and the Trail Steward or Recreation Technician 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 is ideal, but some experience in working with manual tools, for example landscaping, gardening, and farming activities are applicable.
- Ability to follow directions, and adhere to safe working practices, including use of personal protective equipment, appropriate clothing, use of bug repellent and sunscreen.

- Ability to take care of personal needs, health, nutrition and hydration in a wilderness environment.

### *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 provided 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,)
- 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.*