



Roaring Fork Outdoor Volunteers Trail Crew Member Position Announcement

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| Position Title: | Trail Crew Member |
| Position Type: | Full-time seasonal position, May 1 - September 26, 2024. |
| Location: | Field-based; The RFOV office is in Carbondale, CO, and the RFOV service area extends from Independence Pass to Parachute, Marble to Glenwood Canyon. |
| Compensation | Hourly, \$21-\$24/hour, commensurate with experience. Benefits include paid time off, mileage reimbursement, \$10/day food stipend while on backcountry hitches, \$750 gear stipend, end of season bonus. |
| Reports To: | Trail Crew Leader |

Roaring Fork Outdoor Volunteers (RFOV) is the leading stewardship organization serving the regional community of the Roaring Fork, Crystal River, and Middle Colorado watersheds. Our mission is to empower people with the tools and ethic to actively care for, and connect with the natural world, while supporting land managers to create healthy and resilient landscapes. Each year, RFOV works on over 80 different project sites in collaboration with our partners using a combination of large community events, customized group work days, youth service-learning days, and professional staff.

Position Description

The Trail Crew Member is responsible for working with a crew of 2-3 individuals as well as youth groups and volunteer groups on both frontcountry and backcountry trail and restoration projects. Approximately half of the season will be spent in the Maroon Bells-Snowmass Wilderness Area, with the other half of the season focusing on frontcountry projects throughout our service area. This position requires the desire and ability to live and work in a backcountry setting for up to eight days—responding professionally to fluid conditions and crew dynamics within various frontcountry/backcountry worksites, the ability to assess and manage risks, and excellent communication and interpersonal skills.

Specific Responsibilities

Program Operations:

- Work under the direction of the TrailCrew Leader and Program Director on backcountry and frontcountry trail and restoration projects.
- Support RFOV equipment and tool management: ensure tools, project equipment and supplies are clean and in good working order and regularly inventoried.

- Ensure project safety and practice effective risk management strategies.
- Serve as a crew leader on volunteer projects.
- Assist with project reporting
 - Accurately measure and record project metrics; ensure quality photo documentation of all work completed.
 - Assist in reporting systems on progress and accomplishments of all projects and ensure consistency and clear communication internally among RFOV staff.
 - Assist in keeping all project notes and details as well as partnership information.
 - Record time worked accurately and timely for accountability and grant reporting.

Volunteer Coordination and Management

**As volunteer engagement is central to our mission, the Trail Crew plays an important role in supporting and overseeing volunteer projects throughout the season.*

- Supervise and engage with volunteer groups on both backcountry and frontcountry project events throughout the season.
- Work to create a diverse, inclusive, and equitable environment for volunteers.
- Ensure all RFOV volunteer programs foster a positive, educational, engaging, and motivating experience for volunteers.
- Occasionally serve as a crew leader on volunteer projects, overseeing a group of 8-10 students or volunteers.

Desired Qualifications

We encourage you to apply for this position even if you do not believe you meet all of the criteria listed here.

Leadership

- An excellent team builder who has experience in bringing a group of diverse individuals together for a common cause and tactfully addressing interpersonal issues when and if they arise.
- Outdoor leadership, outdoor education, or environmental education experience.
- Self-directed, highly motivated, reliable, with a result and solution oriented perspective, organized with an attention to detail, flexible with strong time-management skills.
- Excellent communication, motivational, and interpersonal skills applicable to a group outdoor setting.
- Strong belief in RFOV's mission.

Management

- Experience working for or with land management agencies (state, federal, or municipal).
- Ability to proactively solve problems, work independently, and be creative and resourceful.
- Professional verbal communication skills including a professional appearance and positive demeanor.

Stewardship

- Trail building/maintenance experience in the following areas: trail creation, tread maintenance, corridor maintenance, and creating natural-material trail features including steps, walls, and drainage structures.
- Rockwork/dry masonry experience with native stone.
- Introductory ecological and natural resource knowledge and ability to teach others about these topics.
- Ability to live in the backcountry for up to 8 days at a time and conduct trail work while following Leave No Trace principles.
- Willingness to learn about ecosystems and natural resources of the Roaring Fork Valley through self-driven research and education from RFOV staff, partners, and volunteers.

All Applicants Must Have:

- Experience backpacking in the outdoors for multiple days at a time.

- Demonstrated ability to effectively manage the inherent risks to the outdoors.
- The work requires regular and recurring physical exertion. The work projects may require hiking up to 10 miles per day at altitude, using heavy hand tools, extensive heavy stonework, and working and contributing as part of a team—Excellent physical fitness and stamina are required.
- Ability to lift and/or move up to 50 pounds regularly
- Ability to live and work for extended periods in variable weather conditions while maintaining a positive attitude.
- Current valid driver's license and good driving record.
- A personal vehicle in reliable working condition that you are willing to use for both personnel and tool transport to and from project sites as needed throughout the season
- Wilderness First Aid certification or the ability to complete certification upon hire.
- Ability to pass a criminal background check.
- The ability to attend a mandatory Staff and Crew Leader Training May 1st - May 5th, 2023.

This position is strenuous, physically demanding and requires exceptional mental, emotional and physical fortitude. Please consider these challenges prior to applying!

Work Schedule

The weekly work schedule will be variable with regular weekends and occasional evenings required and is based on a 10 hour day/40 hour work week. Work schedule for half of the season will require living in the backcountry for 8 days in a row with 6 days off between backcountry hitches. The frontcountry portion of the season will be on a schedule of 4 days on / 3 days off.

Housing

Temporary housing within the Roaring Fork valley is very limited and RFOV is not able to provide housing for any staff position. Due to limited long-term campsites, living out of personal vehicles throughout the field season presents serious challenges and is **strongly discouraged**. RFOV will work with our community members & partners to connect seasonal staff with options for temporary housing, but **does not guarantee** that any options will be available.

Application Deadline

The application is open until the position is filled. Positions will be removed from our website (rfov.org/careers) when they have been filled.

How to Apply

Send a resume, cover letter, and contact information for three professional references to: Jack Douglas, Program Manager by email at jdouglas@rfov.org. Phone and email questions and inquiries acceptable: jdouglas@rfov.org, 970-927-8241.

Your cover letter can address the following prompts:

- What is your experience working with a team to cooperatively complete trail or restoration projects?
- Please touch on your ability to proactively solve problems, work independently, and be creative and resourceful.
- What is your experience level with the following trail work techniques: rock steps, retaining walls, drainage structures (e.g., water bars, drainage dips), tread creation and maintenance, and trail design?
- Do you have any knowledge of or experience with restoration or fire mitigation techniques?
- What techniques and technologies have you used to measure and record project progress and information?
- What is your experience leading both youth and adult volunteers in technical work?

Roaring Fork Outdoor Volunteers is an equal opportunity employer and encourages applications from people of all races, ages, sexual orientations, and ethnic and religious backgrounds. Organizational information can be found at www.rfov.org, and our diversity, equity, and inclusion (DEI) statement and initiatives can be found at <https://www.rfov.org/dei>.