

Job Opening

Wilderness Trail Crew Leader

with Friends of Nevada Wilderness



FRIENDS of NEVADA WILDERNESS

Location: Reno/Sparks office with extensive travel to worksites throughout the state of Nevada. Work sites will be in a backcountry setting on or near Humboldt-Toiyabe National Forest Wilderness Areas or other federally managed Wilderness Areas. Due to the remote nature of the work sites, primitive camping will be required. Reliable transportation to the Reno/Sparks office is essential. Transportation to the field worksite is provided.

Supervisor: Trails Technician

Employee Classification: Seasonal, Full-Time

Hitch Schedule: 0.5 day prep work, 8 days field work (10 hours/day), 5.5 days off. Season runs from mid May to mid August or late September, 2024. Exact schedules will be finalized in the spring.

Application Deadline: Open until filled

Who We Are

Friends of Nevada Wilderness is a statewide conservation non-profit founded in 1984. Friends' mission is to protect all present and potential wilderness from ongoing threats, educate the public about the values of and need for wilderness, and improve the management and restoration of wild lands. We are knowledgeable, passionate, and joyful professionals who feel connected to the lands that we are dedicated to protecting. These are the core values that guide our work:

- **Credible:** We understand that our long-term success is built through trusting relationships and integrity. We are reliable community leaders who are committed to accuracy, honesty, and follow through in all that we do.
- **Effective:** We think outside the box to find areas of collaboration and compromise, and actively work towards reaching tangible, workable outcomes.
- **People-oriented:** We wholeheartedly believe that the outdoors is for all and are devoted to fostering safe spaces where everyone can thrive and express their true selves. We prioritize benefits and policies which ensure that our board, staff, members, and volunteers are well cared for and feel valued.
- **Resilient:** We use story-telling, record-keeping, and retention of long-term staff and board to cultivate a thorough understanding of Wild Nevada's rich history and future trajectory. Through this collective understanding, we have learned that setbacks are inevitable, and that our work is never done.

Purpose of Position

Spend your summer exploring Nevada's vast and little-known Wilderness while having an adventure of a lifetime. Your effort and commitment will make a difference for Wilderness trails and their users. The Trail Crew Leader will work closely with the Trails Technician to supervise up to 5 crew members in Wilderness trail maintenance.

Responsibilities include:

- Maintaining Wilderness trails to US Forest Service Standards.
 - Trail maintenance duties include brushing, repairing tread, enhancing drainage features, clearing downed trees, and any other restoration work needed
- Triaging trails and setting priorities in the field.
- Managing crew tools and equipment in the field and in the warehouse.
- Ensuring the safety of trail crew members, volunteers, and Forest visitors at all times while in the field.

- Creating a positive crew culture that involves formal and informal performance reviews and feedback.
- Transporting crew and equipment safely to worksites in FNW truck.
- Completing pre-trip logistics such as establishing Emergency Response Protocols, reviewing maps, meal planning/grocery shopping, and gear checks.
- Fulfilling post-trip record keeping including filling out daily reports, uploading photos, updating crew timesheets, and completing expense reports.
- Participating in all training and professional development opportunities provided, as well as contributing to the training of crew members.

Skills and Abilities

- Possess the knowledge and skills to maintain Wilderness trails to US Forest Service standards or willingness to learn.
- Be able to identify trail maintenance needs, set priorities, and make difficult decisions in the field.
- Have a clear vision, integrity, and the ability to communicate effectively.
- Be able to follow directions, relay those directions as clear goals and deadlines for crew members, and follow protocols.
- Be able to empower, motivate, and inspire others.
- Aptitude to work with and manage crew members with different points of view and different backgrounds.
- Possess a working knowledge of traditional tools and safety equipment or willingness to learn.
- Must have the level of physical and mental fitness to perform the hard labor required of trail work in remote locations while carrying all equipment needed for the job including:
 - Passing the Work Capacity Test (pack test)
 - Carrying a 50+ pound backpack occasionally and a 25+ pound backpack routinely, plus hand tools
 - Working 9-10+ hour days, 8 days in a row
 - Hiking 10+ miles per day in difficult terrain (high elevation, steep trails, loose footing, ect)
 - Working and camping in inclement weather (cold, heat, rain, hail, snow, smoke)
 - Lifting 35+ pounds repeatedly
- Be able to plan trips, group meals, and have basic cooking skills.
- Must possess basic computer skills. Experience with Google Suite is helpful.
- Be able to read maps and operate satellite communication devices and radios with training.

Experience and Requirements

- Preferable 3 seasons of trail work experience with 2 seasons of verifiable outdoor leadership experience.
- Wilderness First Responder certification is highly desirable.
- 21 years of age or older with a valid driver's license.
- Personal hiking and backpacking equipment required (please inquire about specific equipment needs)

Compensation

- Hourly wage: \$21
- Overtime Rate: \$31.50
- Benefits: Extra pay for holidays worked, \$215 per month Health Stipend, Wilderness First Aid certification, Trail Maintenance training, potential for more training/certifications, access to pro deals

To Apply

Email your cover letter, resume, and three professional references with the subject line 'Trail Crew Leader' to employment@nevadawilderness.org. No phone calls, please. References will be called after interviews as part of final candidate screening.

Employer of National Service

We support service to community, with national and international impact, and the ability to make a difference. As an Employer of National Service, we encourage former AmeriCorps and Peace Corps service volunteers to apply with us.

Justice, Equity, Diversity, and Inclusion

Friends of Nevada Wilderness is proud to be an Equal Opportunity Employer, and is committed to being a place where a diverse mix of talented people want to come, to stay, and to do their best work. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.