



**RMFI**  
ROCKY MOUNTAIN FIELD INSTITUTE

**Position title:** Trail Crew Leader

**Reports to:** Program Manager

**Status:** Temporary, full-time, non-exempt

**Salary:** \$23 - \$25/hour

**Term:** Approximately March - November

**Benefits:** Sick leave, gear stipend, pro-deals, cellphone stipend

#### **ABOUT US:**

Rocky Mountain Field Institute (RMFI) was founded in 1982 and is a 501(c)(3) nonprofit environmental organization based in Colorado Springs, Colorado, dedicated to the conservation and stewardship of public lands in Southern Colorado. RMFI has an impact across Colorado and has grown to work in alpine and mountain terrains, watershed ecosystems, riparian zones and the local foothills. RMFI is committed to protecting and enhancing the ecological health of our land and water resources by completing projects focused on watershed restoration, forest health, and creating sustainable outdoor recreation opportunities. By prioritizing the involvement of community volunteers and youth, RMFI envisions a world where our work fosters vibrant and healthy natural systems that are respected and cared for by the public.

#### **POSITION SUMMARY:**

A Trails Crew Leader (TCL) provides leadership to 4-8 crew members while executing and overseeing trail work, environmental restoration, education, and volunteer field programs. Primary duties include implementing and managing single and multi-day field projects; instructing crew members, interns, volunteers, and youth conservation corps members in trail and restoration techniques; overseeing tool, equipment, and food logistics; supporting the upkeep of RMFI's warehouse and vehicles; maintaining project work and photo logs; and other duties as assigned. A TCL ensures completion of 10 hours of project work a day for 4-18 consecutive days while camping in a variety of outdoor conditions including inclement weather. The TCL ensures professional work standards from all members of their crew, the highest degree of safety, and project goals completion. Projects include a variety of trail and restoration projects in riparian, wetland, alpine, montane, foothills, and desert ecosystems focusing on Southern Colorado. Restoration techniques include erosion control, erosion mitigation, stream bank stabilization, fuels mitigation, landscape stabilization, social trail decommissioning, gully stabilization, and revegetation including seeding, transplanting, and planting.

#### **ESSENTIAL DUTIES and RESPONSIBILITIES:**

- Working under the direction of Program Managers, leads crew members, interns, volunteers, and youth conservation corps crews in the completion of project goals.

- Instructs crew members and participants in proper trail and restoration techniques, including supporting project goals and providing a variety of technical expertise.
- Implements and completes projects on time while upholding professional relationships with project managers, RMFI leadership staff, colleagues and volunteers.
- Effectively manages and leads field workdays. This may include, but is not limited to coordinating material needs with land managers, properly estimating volunteer and staff requirements, providing project orientation to participants, completing work in a timely and efficient manner, and ensuring safety at all times.
- Leads with integrity and upholds high work ethic while maintaining productive and cohesive teamwork.
- Oversees logistics for single, multi-day and overnight projects. This may include, but is not limited to the preparation and/or purchasing of tools, equipment, project materials, food, and first aid supplies.
- Ensures that trails and features are constructed per specifications and meets land manager expectations.
- Aids in the creation of project site safety plans while upholding all safety standards and policies.
- Completes detailed project reports documenting progress of fieldwork days including, but not limited to, work statistics, before and after photos, material use and needs, and volunteer data.
- Supports proper management of the RMFI warehouse and vehicles while ensuring RMFI resources are appropriately cared for and maintained.
- Assists in training new staff and interns in trail/restoration techniques; may be asked to attend training workshops on the latest trail/restoration techniques.
- Implements RMFI policies, procedures, and risk management and safety guidelines at all times.
- Assists in promoting and conducting education and outreach for RMFI programs.
- Other duties and tasks as assigned.

**MINIMUM QUALIFICATIONS:**

- Must be a minimum of 21 years of age.
- Three years minimum experience in trail construction.
- Two years minimum supervising or managing staff.
- Current Wilderness First Responder certification.
- Current S-212 Wildland Fire Chainsaw certification or equivalent certification.
- High level of physical fitness. Ability to pass the work capacity test (pack test) upon arrival for RMFI training.
- Restoration knowledge including social trail closure, erosion mitigation, post-wildland fire restoration, and invasive species control.
- Experience working with rigging equipment such as griphoists, highlines, and bear hangs.
- Ability to safely operate and maintain equipment used in the performance of assigned tasks including four-wheel drive vehicles, chainsaws, and hand and power tools.
- Strong conservation ethic and passion for public lands stewardship.
- Ability to lead with RMFI's Core Values and mission.
- Committed to equity, diversity, and inclusion.

- Must pass a pre-employment background check.
- A valid driver's license.

#### **TRAINING:**

RMFI employs a rigorous one week-long training, screening, and evaluation process for Trail Crew Leaders which serves as an employment trial period for all parties. During this time you will earn a lower wage, receive frequent feedback and regularly be observed for evaluation. Only upon successful completion of training will you be provided your RMFI gear, official title, and full wage.

#### **PERSONAL ATTRIBUTES:**

- Self-starter who demonstrates the ability to take initiative, set goals, and achieve them both independently and cooperatively as a team member.
- Enjoys being the example for others and is above reproach.
- Compulsively driven to make whatever you touch the best it can be.
- Ability to go above and beyond to meet organizational goals.
- Capability to present your ideas clearly and effectively through oral and written communication.
- Ability to respectfully work with a variety of colleagues, partners, volunteers and students of varying ages and abilities to effectively accomplish project goals. Excellent people skills, a sense of humor, and a positive attitude are a must!
- Competent solving problems quickly and independently.
- Proficient at prioritizing and working on multiple projects simultaneously.

#### **PHYSICAL REQUIREMENTS:**

- This position is dynamic, and an ideal candidate will be comfortable outside in all elements (rain, snow, mud, heat, etc.), and off-grid locations.
- The degree of strenuous activity within the job is high. Lifting a weight of 50 pounds throughout the day is common. Additional strenuous physical activity may include walking or hiking on uneven and challenging terrain.
- Frequent lifting, carrying, pushing and pulling objects weighing up to 100 pounds.
- Ability to participate in vigorous physical activity for extended periods of time at altitudes up to 14,000 feet.
- Desire and ability to live in the backcountry without common luxuries such as running water, toilets, electricity, and cell phone.

#### **WORK SCHEDULE**

- This is a temporary, hourly position based in Colorado Springs, Colorado. The position requires extensive overnight camping and travel, fieldwork, and evening and weekend work. This position is field-based, though some office time is required. Extended stays of up to 21 days in the field may be required. Position requires full commitment to the entire season and project schedule which is typically 8 days on and 6 days off. Time off during projects is not permitted.

*Rocky Mountain Field Institute is an equal opportunity employer and will consider all applicants for all positions equally without regard to their race, sex, age, color, religion, national origin, veteran status or any disability as provided in the Americans With Disabilities Act. Your application will be given every consideration, but its receipt does not imply that the applicant will be employed.*

UPDATED: October 2023