



**RMFI**  
ROCKY MOUNTAIN FIELD INSTITUTE

**Position title:** Trail Crew Technician

**Reports to:** Program Manager

**Status:** Temporary (approximately March - November), full-time, non-exempt

**Salary:** \$19 - \$21/hour

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

#### **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:**

The Trail Crew Technician (TCT) works under the supervision of the RMFI Program Managers and in close coordination with the RMFI Trail Crew Leaders (TCT). The TCT serves as the primary on the ground workforce, implementing RMFI's trail, restoration, and education field programs. The TCT spends the duration of their workday performing rigorous physical labor in an outdoor setting utilizing a variety of hand and power tools. Primary duties include completing objectives for single and multi-day field projects; instructing volunteers in trail and restoration techniques; maintaining tools and equipment; and completing detailed project documentation. The TCT frequently works 10 hours a day for 4-18 consecutive days while camping in a variety of outdoor conditions including inclement weather. A TCT works independently and as a member of a trail crew while receiving guidance from Program Managers and Trail Crew Leaders. TCTs are dedicated to professional work standards, the highest degree of safety, and ensuring project goals are completed. Projects include a variety of trail and restoration projects in riparian, wetland, alpine, montane, foothills, and desert ecosystems focusing on Southern Colorado.

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

- Complete professional trail and restoration work while adhering to RMFI standards and policies and demonstrating RMFI's core values at all times.
- Assist in volunteer work days by providing instruction while managing volunteers, students, and other program participants in trail and restoration techniques, field safety, and project objectives.

- Assist Trail Crew Leader with the management of field work days by providing project orientation to participants, supporting data collection, documentation of work completed, maintaining work logs, taking photographs, and completing work in a timely and efficient manner while ensuring safety at all times.
- Participate in pre-and post-project activities including briefings, evaluations, and training.
- Must be eager to learn new skills, take direction from peers and supervisors, and constructively share that knowledge with crewmates.
- Assist in training new field staff and interns.
- Assist in promoting and conducting education and outreach for RMFI programs.
- Participate in staff training and develop new skills and techniques as necessitated by projects.
- Provide clear, effective, professional, and timely communication with the Program Managers, Trails Crew Leader, and additional staff.
- Follows all RMFI policies, procedures, and risk management and safety guidelines at all times.
- Other duties and tasks as assigned.

**MINIMUM QUALIFICATIONS:**

- Must be a minimum of 18 years of age.
- A valid driver's license.
- Wilderness First Aid certification.
- High level of physical fitness. Ability to pass the work capacity test (pack test) upon arrival for RMFI training.
- Experience in trail construction.
- Restoration knowledge including social trail closure, erosion mitigation, post-wildland fire restoration, and invasive species control.
- 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.
- Supportive of RMFI Core Values and mission.
- Committed to equity, diversity, and inclusion.
- Must pass a pre-employment background check.

**TRAINING:**

RMFI employs a rigorous two week-long training, screening, and evaluation process for Trail Crew Technicians 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:**

- 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!

- Compulsively driven to make whatever you touch the best it can be.
- Desire to receive constructive feedback and constantly improve upon your skills.
- Competent solving problems quickly and independently.
- Proficient at prioritizing and working on multiple projects simultaneously.

**WORKING ENVIRONMENT/PHYSICAL ACTIVITIES:**

- 99% of the work day is spent outdoors in a variety of mountainous and forested terrain, in changing weather conditions including but not limited to: extreme cold and heat, wind, snow, rain, thunder and lightning storms. 30% of the work day is spent standing and 60% is spent walking on uneven terrain. 10% of the workday is spent sitting.
- 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 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