

Pay: Pay Grade 17, \$19.20 per hour

Season: Up to 26 weeks, typically from May-October

State Lands: Statewide



STATE TRAIL CREW LEADER

Definition:



The State Trail Crew Leader prepares for, and leads, a 2-6-person trail crew on recreation and trail projects on Vermont State Lands. The Crew Leader is responsible for the safety and supervision of the team and is accountable for the quality and completeness of work projects. Under the supervision of the seasonal Trail Coordinator(s) and/or district recreation staff, the Crew Leader will plan the logistics involved in the completion of each

job, including but not limited to, organizing proper tools, procuring materials, and arranging crew accommodations while working on projects.

Examples of Work Performed:

Season Preparation and Planning

- Understand and become familiarized with the project scope of work. The field season can contain up to 26 field projects.
- Organize the tools, materials, and accommodations necessary to see projects to completion.
- Order necessary tools, equipment, materials, and safety supplies under the guidance of the Trail Coordinator II.

State Trail Crew Oversight and Management

- Assist with crew training.
- Responsible for the crew's safety when on projects- assessing weather, environmental, tool, and highline system conditions. The Crew Leader will be responsible for relaying unique safety protocols for each project to Crew Members, ensuring their understanding and compliance.
- Ensure that all Crew Members and volunteers on project are using appropriate personal protective equipment, are operating within established safety protocols, and are performing work to established standards.

- Responsible for all work to be completed to the standards outlined by the Trail Coordinator and/or District staff.
- Responsible for ensuring that best practices for trail maintenance and construction are applied to work projects.
- Ensure the maintenance, care, and repair of crew tools- including hand tools and power equipment (grip-hoist, chainsaws, rock drills).
- Responsible for operating, and supervising the operation of, heavier equipment such as mini-excavators and walk-behind, motorized wheelbarrows.
- Complete light carpentry work- in both front and backcountry settings- needed on projects ranging from the building of kiosks to the construction of footbridges.
- Employ advanced trail building techniques in the maintenance and restoration of trails, such as rockwork, hazard tree/blowdown removal, and the use of a chainsaw to mill lumber on project sites.
- Respectfully represent, and ensure that the State Trail Crew represents, Vermont FPR when interacting with the public.
- Responsible for the maintenance and upkeep of the rental vehicle, if applicable, and paperwork associated with the use of the rental vehicle.

Documentation and Budget Management

- Assist the Trail Coordinator and District Recreation Representative with the purchase and ordering of annual safety supply and equipment purchases, consistent with program budget.
- Document trail conditions and report, as needed, to the appropriate Trail Coordinator or District Recreation Representative for consideration in future work plans. Trail improvements and new trail construction is documented with the use of the ESRI Collector App (training on app use to be provided by FPR).
- Document work accomplished by the trail crew with Weekly Work Logs. They also maintain crew paperwork and ensure that time sheets are filled out properly and handed in on time.
- Responsible for submitting a report of accomplishments at the end of the field season.

Knowledge, Skills, and Abilities Required:

The ideal candidate will have the following skill sets:

- Extensive knowledge of the methods, practices, tools, and materials used in trail construction, maintenance, and signing.

- Knowledge of trail design standards for various trails uses. Ability to solve problems, negotiate, and build consensus.
- Ability to establish and maintain effective working relationships.
- Ability to work effectively with trail and other recreational groups and organizations.
- Ability to follow complex oral and written instructions.
- Knowledge of equipment maintenance and operation.
- Familiarity and experience with griphoist and highline systems
- Familiarity and experience (certification preferred, training provided if needed) with chainsaw operation.
- Ability to demonstrate excellent oral and written communication skills.
- Ability to estimate materials, and to order/produce, and control materials to affect the most economical use.
- Ability to plan, assign, inspect, and supervise the work of employees, contractors, and volunteers.
- First Aid and CPR Certified (Wilderness First Aid/First Responder preferred, training provided if needed).

Environmental Factors:

Duties are performed outdoors in all types of weather. Members must demonstrate the following:

- Lift heavy items, at times up to 50 lbs.
- Carry heavy loads over difficult terrain in a variety of weather conditions.
- Manual dexterity is needed to operate equipment and use tools.
- Camp in both front country and back country settings. (The crew will travel from various work areas and may have access to campsites, lean-tos, or cabins, if available. Where developed campsite facilities are not available, the crew will establish and camp at a spike camp location close to the worksite location.)

Minimum Qualifications for Application:

Education: High School Diploma

Experience: Two years of progressive experience in trail and/or park management, development, construction, and maintenance. A valid driver's license is required for travel to work sites.

Note: Additional course work in parks, recreation, leisure facilities management, natural resources management, or a related field may be substituted for the experience on a semester for six months basis.

Provided by FPR: Cellphone, safety equipment, and a canvas tent/campsite (access to plumbing and WIFI) for days off.

Additional Compensation: Mileage reimbursement if vehicle is used for work, access to State Park campsites based on availability, Wilderness First Aid and Game of Logging (as needed) and trail construction/maintenance skill training, stipend toward the purchase of chainsaw boots, VT State fishing license.