



Heart Lake Program Center  
1002 Adirondack Loj Road  
Lake Placid, NY  
518-523-3441 | [jobs@adk.org](mailto:jobs@adk.org)

## **PROFESSIONAL TRAIL CREW MEMBER**

ADK (Adirondack Mountain Club) works to protect New York State wild lands and waters by promoting responsible outdoor recreation and building a statewide constituency of land stewardship advocates. Since 1922, the organization has worked to increase access to the backcountry by building trails, conserving natural areas, and developing a stewardship community that supports the ethical and safe use of New York's outdoor spaces. A member, donor, and volunteer-supported organization, ADK reaches across New York through its 25 chapters to inspire people to enjoy the outdoors ethically.

## **POSITION SUMMARY**

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The Adirondack Mountain Club's professional trail crew builds, rehabilitates, and conducts maintenance on backcountry trails in both the Adirondack and Catskill Parks. Using non-motorized hand tools, professional trail crew members construct a wide variety of sustainable trail structures with native and dimensional materials. Crews camp for four nights at a time in the backcountry near work locations. Training is provided prior to the beginning of the field season.

## **KEY RESPONSIBILITIES**

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### **Trail Work – 80%**

- Follow a preapproved work plan for projects
- Construct a variety of trail features, including turnpiking, bridges, and rock staircases
- Collect native materials, such as rocks and wood, from surrounding landscape as necessary
- Complete work with non-motorized hand tools
- Problem-solve trail design issues on site

### **Preparation/Maintenance – 20%**

- Participate in weekly cleaning of shared housing facilities
- Assist with packing of group and personal gear for projects
- Assist with food preparation before projects
- Assist with travel to and set up at project sites, including driving, carrying gear, and cooking food
- Following Leave No Trace in a backcountry setting
- Clean and maintain tools and equipment
- Communicate about projects with other crew members, crew leader, and Trails Manager

## **QUALIFICATIONS**

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### Basic:

- A passion for outdoor education and a commitment to the mission, values, and vision of the Adirondack Mountain Club
- Must be willing to live and work outdoors in conditions including inclement weather, bugs, and mud
- Ability to navigate 5–10 miles by foot over rough terrain with heavy pack loads
- Comfortable working both alone on trail projects and as a team member on a 4–6-person crew
- Will pass background check upon hire

### Preferred:

- Experience using trail building tools
- Familiarity with trail reconstruction/maintenance techniques

## **BENEFITS AND COMPENSATION**

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Reports to: Trails Manager

Classification: Full-time, Seasonal, non-exempt

Dates: Early-May to mid-August; potential option to stay through September

Salary/Wage: Starting wage of \$16.00/hour, wage increase dependent on work location and classification

Benefits: Paid sick time

Perks: Free ADK membership; Leave No Trace Level 1 Instructor workshop and Wilderness First Aid certification; OSHA-10 Training; free ADK workshops; discounts on store merchandise and rental equipment

Housing: Accommodations during the work week range from tents at backcountry sites to lodges and cabins depending on work site, all meals are provided; Additional shared housing available at Heart Lake Program Center for off days with three meals a day for free

## **APPLICATION QUESTIONS**

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The following questions appear in our [online job application form](#):

- Why would you like to work at the Adirondack Mountain Club? Specifically, what attracted you to this position and what skills are you hoping to gain?
- What are some things that you find inspiring about working with a team? Find challenging?
- Please tell us about experiences or skills (personal, professional, or otherwise) that make you a great fit for trail crew.
- Which aspects of doing trail work are most appealing to you? Least appealing?
- What motivates you while you work?

- ADK's staff live in communal housing settings. Please share your perspective on creating a positive community in shared housing.
- The Adirondack Mountain Club is a collaborative organization that relies on teamwork. What positive qualities would you bring to our team?
- What are we missing? This is an opportunity for you to add your personal story or perspective. Take a moment to explain any additional experiences, attributes, or abilities you feel add to your qualifications.

## **ORGANIZATIONAL STATEMENT**

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As an organization, we appreciate a diverse set of skills and candidates eager and willing to grow and learn with our organization. As such, our job descriptions are general overviews, not a mandatory comprehensive list. If you feel passionate about our efforts and believe that you have the skills and aptitude to succeed in this role, we want to hear from you.

ADK affirms its commitment to equal employment opportunity for all individuals. Decisions about recruiting, hiring, training, promotions, compensation, benefits, and all similar employment matters are made in compliance with all federal, state and local laws and without regard to race, color, religion, gender, ethnic or national origin, age, physical or mental disability, sexual orientation, gender identity, familial status, military status or any other classification protected by federal or state law. Any discrimination in the workplace against persons protected by equal employment opportunity laws is illegal and against policy.