



TRAIL STEWARD (VOLUNTEER POSITION)

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. As a member, donor, and volunteer-supported organization, ADK reaches across New York through its 27 chapters to inspire people to enjoy the outdoors ethically.

The ADK Trails Department was founded in 1979 as New York's premiere wilderness trail work program. For over 40 years, we have been building and maintaining hiking, biking, equestrian and ski trails throughout the Adirondacks and Catskills, using primarily hand tools and human power.

POSITION SUMMARY

ADK Trail Stewards play an essential role in maintaining trails across the Adirondack Park, through consistent monitoring and trail maintenance outings. They may also lead and educate others in proper trail maintenance. Trail Stewards must be comfortable working in the backcountry, with hand-powered tools, sometimes alone and possibly in extreme weather conditions. They should have a thorough knowledge of ADK's mission and goals, NYS DEC regulations and Leave No Trace outdoor skills and ethics. They should act as an ambassador for ADK, and share ADK's mission with the public, encouraging membership and involvement.

KEY RESPONSIBILITIES

Routine Trail Maintenance – 70%

- Visit the adopted trail at least twice a year between April 1st and November 1st of each year.
- Perform routine maintenance, including:
 - Removal of fallen trees and woody debris (blowdown) that cross the trail.
 - Brushing (a.k.a. side-cutting): cutting overgrown live shrubs, tree seedlings, and saplings within the trail corridor.
 - Pruning: Removing limbs and branches from live standing trees that have grown into the trail corridor.
 - Drainage clearing: Clear existing drains (including dip drains and water bars) of debris and soil that collects in the drain basin and clogs the drain.
 - Authorized trail marking and sign replacement.
- ADK's Volunteer Stewardship Agreement (VSA) with the DEC is very explicit in the kinds of work that are and are not permitted to be performed by Trail Stewards. Any other activity not listed is prohibited unless specifically authorized by the Supervising Forester.

Reporting and Communication – 20%

- Submit notification to DEC contact at least two weeks prior to your intended maintenance trip.
- If planning a group maintenance outing, complete the Limited Use Volunteer Application (Appendix 4) before any work is started.
- Within 48 hours of completing the maintenance trip, submit a completed work report detailing the work accomplished and the completed Appendix 4 form (if needed).



Maintain Up-To-Date Training – 10%

- Stewards must participate in annual online training. In-person training is mandatory for first-time Trail Stewards.

QUALIFICATIONS

- At least 18 years old.
- A passion for outdoor stewardship, and a commitment to the mission, values and vision of the Adirondack Mountain Club.
- Self-driven and comfortable working independently and with a team.
- Ability to complete routine trail maintenance.

ORGANIZATIONAL STATEMENT

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.