

PROFESSIONAL TRAIL CREW LEADER

The Adirondack Mountain Club (ADK) 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 chapters to inspire people to enjoy the outdoors ethically.

POSITION SUMMARY

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 staff 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.

The Crew Leader is a seasonal leadership position. This proven leader typically has multiple years of experience on a professional trail crew with strong supervisory and trail-building skills. The Crew Leader aids the Trails Manager in the day-to-day operations of the Professional Trail Crew. They work closely with the Trails Manager to cultivate a safe, welcoming, and inclusive culture with the highest standard of work and professionalism.

KEY RESPONSIBILITIES

Trail Crew Leadership – 50 %

- Assisting the Trails Manager with the day-to-day operation of the professional trail crew, including:
 - cultivating a safe, welcoming, and inclusive culture within the crew,
 - maintaining an up-to-date inventory of departmental tools and gear,
 - notifying the Trails Manager when and what tools, gear, or supplies need to be ordered,
 - overseeing the completion of weekly and mid-/end-of-season chores,
 - collect weekly work reports from crew leaders,
 - crew compliance with Heart Lake Program Center rules.
- Mentor newer crew members in the safe and efficient use of tools and proper maintenance and construction techniques while maintaining a high-quality level of work.
- Assist in orientation and training throughout the season and encourage crew members to develop new ideas and techniques to fulfill the program's goals.
- Promote and facilitate the maintenance, care, cleanliness, and organization of tools, equipment, and facilities.
- Scout projects with Trails Manager.
- 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.

Trail Work – 50%

- Follow a pre-approved 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.
- Communicate about project details with foresters and Trails Manager.

QUALIFICATIONS

Basic:

- A passion for outdoor education and a commitment to the mission, values, and vision of the Adirondack Mountain Club.
- Proven leadership, supervisory, and educator skills.
- Strong knowledge of trail maintenance and reconstruction techniques.
- Knowledge of low-impact camping techniques and Leave No Trace.
- Desire to be both mentally and physically challenged.
- Ability to navigate 5–10 miles by foot over rough terrain with heavy pack loads
- Must be willing to live and work outdoors in conditions including inclement weather, bugs, and mud.

Preferred:

- 3+ years of experience on a professional trail crew with strong supervisory and trail-building skills.
- Certified in basic first-aid procedures and OSHA-10 Construction.

BENEFITS AND COMPENSATION

Reports to: Trails Manager

Classification: Full-time, Seasonal, non-exempt

Dates: Early-May to mid-August

Salary/Wage: Starting wage of \$18.00/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

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

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.