

VOLUNTEER 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 Volunteer Crew Leader is responsible for supervising, educating, and working with volunteer trail workers. Crews overnight and work in a variety of settings in the Adirondack Park, including backcountry sites and private lodging facilities. Using non-motorized hand tools, Crew Leaders help construct a wide variety of sustainable trail structures with native and dimensional materials. Training is provided prior to the beginning of the field season.

Approximately half of the trail projects during the season are specifically for high school age (14–17) participants, while the rest are for all ages. Volunteers often have a variety of experience levels. Crew Leaders provide a safe, positive, and educational volunteer experience while accomplishing the highest quality trail work possible.

KEY RESPONSIBILITIES

Trip Leadership & Logistics – 50%

- Coordinate and lead with co-leader throughout the course of the project.
- Work with Trails Food Coordinator to plan group meals.
- Provide a welcoming atmosphere for participants throughout each trip.
- Assist participants with packing.
- Manage group dynamics and incidents.
- Prioritize group safety and demonstrate good decision making.
- Cook simple dinners and breakfasts for participants when camping.
- Confidently navigate to the trip's destination while building camaraderie along the way.

Trail Work – 35%

- 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 lumber, from surrounding landscape as necessary.
- Complete work with non-motorized hand tools.
- Communicate with Trails Volunteer Coordinator and local forester on trail projects.

Education – 15%

- Teach trail building techniques to people representing a wide range of ages, backgrounds, and abilities.
- Educate participants about the importance of sustainable trail design and low-impact recreation.
- Educate participants in and follow Leave No Trace while working and camping in a backcountry setting.

QUALIFICATIONS

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.
- Comfort leading with a co-leader and independently.
- A valid driver's license.
- At least 21 years old at time of employment.
- Act as a professional role model for ADK, demonstrating at all times a stewardship ethic and responsible wilderness leadership.
- High level of competence in areas of instruction: trail work and safety, backcountry travel.
- High level of competence with trip logistics: equipment needs, dietary requirements and food packing, and group dynamics and conflict resolution.
- Excellent people skills—good communication, friendly, and personable.
- Will pass a background check upon hire.

Preferred:

- Prior experience leading and teaching groups of all ages in a wilderness setting.
- Current Wilderness First Aid (WFA) certification.
- Prior trail work experience.
- Experience with overnight backpacking.
- Knowledge of low-impact camping techniques.

BENEFITS AND COMPENSATION

Reports to: Volunteer Coordinator

Classification: Full-time, Seasonal, non-exempt

Dates: Mid-May to mid-August

Salary/Wage: \$17.50/hour

Benefits: Paid sick time

- Perks: Free ADK membership; Leave No Trace Level 1 workshop and Wilderness First Aid certification; free ADK classes and workshops; discounts on store merchandise and rental equipment.
- Housing: Accommodations during the work week range from tents at backcountry sites to lodges and cabins, 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?
- Have you ever been in an outdoor leadership position before? If so, please describe the role and what skills you used to lead the group.
- Have you ever led groups of volunteers or high school students? If so, please describe your experience.
- 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.