



Trail Crew Lead Position Description

Term: June, 2026 thru early October 2026. Training will be held in May, with 8-day hitches beginning in June.

Framing Our Community (FOC) works to foster the connection between people and place to further conservation and stewardship on the Nez Perce Clearwater National Forest. This work is completed in a landscape encompassing 2.2 million acres of national forest land that surrounds and includes wilderness. This huge swath of wildlands consists of roaded, inventoried roadless and wilderness areas of the South Zone of the Nez Perce Clearwater National Forest.

Every year, FOC hires seasonal crews to complete a variety of stewardship duties, including front country and wilderness trail maintenance and high elevation lake site restoration. The work completed by FOC field crew members has been vital in maintaining a good relationship with our Forest Service partners as well as the public who recreate in our designated area. As an FOC trail crew lead, you will complete meaningful work that is essential to helping protect and share this spectacular landscape.

Overview: The Trail Crew Leader is responsible for supervising and working alongside a team of trail crew members in the maintenance, restoration, and construction of trails on the South District of the Nez Perce-Clearwater National Forest based out of Elk City and Slate Creek Ranger District, ID. This position requires strong leadership, outdoor skills, and a commitment to stewardship. It is a physically demanding job that requires care and precision to successfully repair and maintain trails to support ongoing use by the public. The crew leader ensures that all work meets safety standards, project specifications, and the organizational mission.

Location: Elk City and Slate Creek ID, South District, Nez Perce-Clearwater National Forest

Responsibilities:

Safety

- Conduct and document safety meetings, Job Hazard Analysis reviews, and ensure crew is familiar with project medical plans;
- Enforce consistent use of appropriate PPE;
- Report safety incidents to GBCA/USFS in a timely fashion.

Trail building and maintenance

- Follow a preapproved work plan for projects, communicate about project details with the USFS Trails Specialist and GBCA Stewardship Coordinator;
- Coordinate and execute trail maintenance tasks including tread repair, drainage improvement, brushing, signage installation, and erosion control;
- Operate and maintain hand tools and power equipment safely and effectively (ie. chainsaws, brush hogs, rock bars, grip hoists);
- Complete trail work in timely and effective manner;
- Maintain tools and equipment at the Forest Service Work Center.

Leadership

- Work with Stewardship Manager and USFS partners to meet project objectives and timelines;
- Provide leadership to the trail crew members to foster a sense of efficiency and safety;
- Provide crew members with on-the-job training and technical oversight in trail construction/maintenance standards and practices, safe and effective use of hand/power tools;
- Complete all project paperwork correctly and in a timely manner, including hitch reports, safety sheets, accident reports, and feedback forms;
- Create a safe and positive work environment and keep communication open, initiate crew check-ins at the end of each hitch;
- Maintain a high morale among members and recognize individual successes;
- Keep track of and replace items as needed in group gear sets including First Aid kit, PPE, cook sets, etc.

Required Knowledge, Skills and Abilities:

- Ability to lead and train a team in the safe and successful execution of trail projects;
- Strong understanding of methods and techniques used in trail maintenance and construction;
- Ability to hike up to 10 miles a day in uneven terrain, often carrying a 60 lb. backpack and tools;
- Ability to accept and integrate feedback, and give effective feedback to crew members. Ability to understand and carry out oral and written instructions;
- Endurance to conduct field work in remote settings under strenuous conditions;
- Willingness to work long hours in all weather conditions;
- At least two seasons of trail work experience;
- Chainsaw experience and/or certification;
- Valid Driver's license and reliable vehicle.

Gear: Personal backpacking gear is required for this position: a good sleeping bag, backpack, rain gear, tent, and 8" leather boots. Water filter, PPE, and other group gear may be provided by GBCA.

Compensation:

Pay Rate: \$22.31/hour

Benefits: \$36 field per/diem; mileage at federal rate

Housing: Accommodations at the Red River Bunk house for a daily rate

To Apply: Send cover letter, resume and 3 references to Joyce Dearstyne:
joyce@framingourcommunity.org