

# 2012 Seasonal Position Announcement



## LEADERSHIP POSITIONS for BACKCOUNTRY TRAIL CREWS

8 positions available

*The Colorado Fourteeners Initiative (CFI) is a nonprofit organization working to protect and preserve the natural integrity of Colorado's 14,000-foot peaks through active stewardship and public education. [www.14ers.org](http://www.14ers.org)*

Come work on Colorado's highest peaks! CFI seeks to hire eight leadership positions to implement CFI's trail construction projects and alpine restoration projects on Colorado's 14,000-foot peaks (Fourteeners). These are engaging yet challenging positions based out of Colorado's rugged backcountry. This position requires a strong trailwork skillset; conservation ethic; excellent leadership, logistical, and team skills; and a desire to work in a challenging yet beautiful backcountry setting. Come and join CFI this summer!

### LOCATIONS AND POSITIONS AVAILABLE

**Roving Backcountry Trail Crew** – projects at various Fourteener locations; based out of Leadville, CO.

- **Crew Supervisor** (1 position) – Crew Supervisor prepares logistics for and supervises trail maintenance projects at several locations in the Colorado Rocky Mountains. The crew (4 people total) will work together on projects. Position is in charge of supervising 3 other CFI employees (Crew Members). The crew will be based out of Leadville, CO, and will spend 1-2 weeks each at several project locations – primarily backcountry (backpacking) camping. The crew will occasionally assist with leading volunteer groups. Some time may be required in the CFI office in Golden, CO. Position starts in mid to late May and runs through late September or early October.

**Basecamp-Supported/Fixed-Site Projects: Mount of the Holy Cross** (near Minturn, CO), **North Maroon Peak** (near Aspen, CO), and **San Luis Peak** (near Creede, CO). Working out of a backcountry basecamp.

- **Project Manager – co-lead** (6 positions) – CFI will have major trail construction, maintenance, and restoration projects occurring on the 3 peaks listed above. Each peak/site will have a 2-person CFI leadership team that oversees a conservation corps crew and several volunteer groups implementing trail projects; preparing and carrying out logistics; coordinating with the horsepacker for transporting supplies; supervising basecamp operations (including tidiness, Leave No Trace, and health/safety); determining tool/equipment needs; and coordinating with work groups (youth corps and volunteers). They will camp during all work hitches, based out of a backcountry basecamp. Some time may be required in the CFI office in Golden, CO. Position starts in mid to late May and runs through late September or early October.

**Adopt-a-Peak Program** – projects at numerous Fourteener locations; based out of Leadville, CO.

- **Trail Project Leader** (1 position) – Project Leader prepares logistics for and supervises volunteer trail maintenance projects at 15+ peaks in the Colorado Rockies. Works together with the Kimberly Appelson Memorial Outdoor Leadership Intern, and trains and mentors that person in trail work techniques and leadership skills. This 2-person team travels to various project locations, meeting up with Adopt-a-Peak volunteer groups. For more information on the Adopt-a-Peak program, visit [http://www.14ers.org/Volunteer\\_Programs\\_Adopt.php](http://www.14ers.org/Volunteer_Programs_Adopt.php). About 80% of this position is focused on implementing Adopt-a-Peak projects, about 20% on working as a small (2-person) trail maintenance team. This 2-person team will camp during all work hitches: about 60% of the time frontcountry (car) camping and 40% backcountry (backpacking) camping. This position begins in mid May and runs through early October, with some office time in Golden, CO required in the early and late portions of this time period.

### POSITION DUTIES

- Implement trail construction and maintenance projects at high altitude (11-14,000+ feet), including:

- Extensive rock work including rock steps and walls.
- Restoration including alpine tundra stabilization and re-vegetation.
- Serve as the on-mountain expert on technical trail construction or restoration/re-vegetation work and ensure that project work is being constructed to established quality standards and timelines.
- Set regular project goals/priorities.
- Provide/facilitate solutions for working through problem areas.
- Coordinate with CFI staff and US Forest Service (USFS) to implement CFI's project goals. Report on progress of field projects to CFI staff and committees as needed.
- Project planning and management: Determine human resources and equipment/materials needed to accomplish projects; set regular project completion goals; oversee project logistics (travel planning, tool preparation, food re-stocks, lining out project work sections); materials planning; health and safety; and interaction with the public.
- Work projects require hiking up to 7 miles per day at altitude, using heavy hand tools, extensive heavy stonework, and working and contributing as part of a team.
- Lead and train CFI staff and/or youth corps and/or volunteers in project tasks/techniques. Ensure project safety and quality.
- Coordinate equipment packing with horsepackers (Mount of the Holy Cross, North Maroon Peak, San Luis Peak).
- Identify project challenges and pro-actively prescribe solutions.
- Supervise basecamp operations (set-up, sanitation, Leave No Trace, etc).
- Foster a positive, open, engaging, and motivating experience for volunteers and/or youth corps members.
- Educate self, volunteers, and/or youth corps in alpine ecology and Leave No Trace principles.
- Base camp duties, meal prep, tool/equipment maintenance, public interaction.
- Continually enhance expertise in alpine trail restoration/construction techniques, crew management, and leadership.
- Photograph worksites before, during and after work is performed to document on-the-ground work accomplishments.
- Compile detailed project reports during and after the project season, including "as built" construction notes for trail reconstructed and for restoration work performed.
- Compile all project receipts and provide detailed financial reports on a schedule set by CFI's Controller.
- Education/outreach tasks may include:
  - Educate volunteers and/or youth corps crewmembers on Leave No Trace and alpine ecology topics.
  - Contact hikers/climbers on-mountain and present information about Leave No Trace and CFI.
  - Update the CFI project blogsite on a weekly basis and provide daily tracking updates using the Spot locator units; and provide regular updates to CFI's Education & Outreach Coordinator.
- Other tasks as assigned to contribute to the overall implementation and operations of CFI's projects.

## **DESIRED QUALIFICATIONS**

### **Technical/Physical**

- Trail building/maintenance experience in a supervisory role (or trail experience plus other project and people management experience). 3+ seasons of trailwork experience preferred.
- Strong rock work experience (stairs, retaining walls, check dams, etc) as pertaining to trails.
- Proficiency in travelling (hiking and navigating) and living in mountain backcountry environments.
- Excellent physical condition.
- Willingness and ability to live and perform strenuous work at high altitude for multiple consecutive days.

### **Leadership**

- Outdoor leadership experience (or other leadership background).
- Positive, professional attitude.
- A strong passion for leading volunteers and/or young adults and related experience.
- Excellent communication, motivational, and interpersonal skills applicable to a group outdoor setting.

### **Management/logistical**

- Excellent organization, planning, and logistical skills.
- Ability to manage multiple tasks and delegate as necessary.
- Ability to pro-actively solve problems, work independently, and be creative and resourceful.
- Passion about the outdoors and a strong conservation ethic.
- Strong written and verbal communication skills.
- Attention to detail.

### ***Other desirable qualifications include:***

- Education or background in Natural Resource Management, Forestry, Ecology, Botany, or related field
- Botany/Ecology background (through education and/or work experience)
- Experience working within or managing a budget
- Experience working with horse-packing
- Experience working for or with the US Forest Service
- Environmental education experience
- Ecological restoration experience
- Familiarity with the alpine environment and ecology

### **ALL APPLICANTS MUST HAVE:**

- Current valid drivers license and good driving record
- Certification in either a) Wilderness First Aid and CPR, or b) Wilderness First Responder (or have obtained these by the first date of employment)
- A personal vehicle to get to work rendezvous points
- Adequate personal outdoor camping/backpacking/hiking equipment
- Be available for the full term (or nearly full term) of the position – see above for approximate position dates

### **WORK SCHEDULE**

The weekly work schedule will be variable (averaging 40 hours/week), with work hitches of up to 10 days in length and occasional evenings required. Some travel, occasionally with a personal vehicle, is required. The work is physically demanding and is performed at high altitude in a backcountry environment. Position is primarily field-based, with occasional trips to local towns for supplies and logistics.

### **WAGES AND BENEFITS**

Compensation for each position ranges as follows, depending on experience:

- All positions: \$15.00 to \$19.00/hr

Benefits include \$16/day per diem for field days; medical training allowance; eligibility for a performance-based bonus at the end of the season; and discounts on outdoor gear and equipment. Travel with a personal vehicle is reimbursed at the federal rate.

### **HOW TO APPLY**

Positions available until filled. However, preference will be given to applications received by **Wednesday, March 29, 2012**. To apply, you will need to submit 1) CFI online application, 2) one-page cover letter, and 3) your resume as follows:

Fill out and submit an online **Application for Seasonal Employment & Internships** (link available on our website at [www.14ers.org](http://www.14ers.org)) Included in the online application will be instructions for how to submit your cover letter and resume to CFI. (NOTE: Cover letter and resume MUST be in MS Word or PDF format.)

If you have trouble with the online application form, submitting your materials in PDF or MS Word format, or submitting your cover letter and resume electronically, contact [cfi@14ers.org](mailto:cfi@14ers.org).

Finalists will be required to complete a medical history, physician's release form, and a driving background check.

All questions pertaining to these positions can be directed to [cfi@14ers.org](mailto:cfi@14ers.org). (Please, no phone inquiries). For additional information about CFI, please visit our website at [www.14ers.org](http://www.14ers.org).

***The Colorado Fourteeners Initiative is an equal opportunity employer.***

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