2015 Seasonal Position Announcement

PROJECT MANAGERS for BACKCOUNTRY TRAIL CREWS

4 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

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!

POSIIONS AVAILABLE

Project Manager – co-lead (4 positions) – CFI will have major trail construction, maintenance, and restoration projects occurring on the 2 peaks listed below. Each peak/site will have a 2 person CFI leadership team that oversees a youth 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). All work hitches will be based out of a backcountry basecamp. Some time may be required in the USFS office in Leadville, CO. Work projects require hiking up to 8 miles per day at altitude, using heavy hand tools, extensive heavy stonework, and working and contributing as part of a team. Positions start in mid to late May and run through late September or early October.

LOCATIONS

El Diente Peak (near Dolores, CO):
Located in the southwestern corner of Colorado, El Diente is the westernmost 14,000’ foot peak in the state. This rugged peak is situated in the Wilson group of the San Miguel Mountains. The project basecamp will be located a short 3.5 mile hike from the trailhead. Typical work schedules will be 5 days on 2 off. Experience using cross cut saws to fall and buck trees is required for these positions. This project will require strong project planning skills and a high level of independence and commitment. Experience managing large scale projects is a desirable qualification to be considered for a position on this crew as is any experience working with roughhewn timber, rigging equipment and pack stock. This Project Management Team will consist of 2 CFI staff who will oversee the work of a 10 person youth corps crew.

Mt. Bierstadt (near Georgetown, CO):
As one of the most frequently climbed 14ers in the state of Colorado, the Mt. Bierstadt trail is in need of extensive reconstruction and restoration as a result of overuse. Easy access and great physical beauty make Mt. Bierstadt an attractive destination for hikers from the Colorado Front Range. A 2 person CFI team will be responsible for overseeing the reconstruction and restoration projects designed to reduce recreational impacts on the peak. The CFI team will lead a youth corps crew of 6-10 people throughout the season. CFI’s team will also lead up to 12 weekend volunteer projects aimed at addressing resource damage on lower elevations of the summit trail. Typical work schedules will be 4 days on with 3 days off. Schedules will be variable from week to week as needed to accommodate volunteer groups on weekend days. Experience working with volunteers is a requirement for this position. Preference will be given to candidates with experience managing large scale projects, frequently interacting with recreationalists, and overseeing youth corps crews.
POSITION DUTIES

• Implement trail construction and maintenance projects at high altitude (11-14,000+ feet), including:
  o Extensive rock work including rock steps and walls.
  o Restoration including alpine tundra stabilization and re-vegetation.
  o Serving 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.
  o Setting regular project goals/priorities.
  o Providing/facilitating 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.

• Oversee the work of a 6-12 person youth corps crew, providing feedback and guidance to crew leaders as necessary

• Project planning and management: Determine human resources and equipment/materials needed to accomplish projects; setting project completion goals; overseeing project logistics (travel planning, tool preparation, food re-stocks, and lining out project work sections); materials planning; health and safety; and interaction with the public.

• Lead and train CFI staff and/or youth corps and/or volunteers in project tasks/techniques. Ensure project safety and quality.

• Prepare base camp setup and all relevant tools and gear from CFI’s gear and tool caches. Transport gear to project site. Coordinate equipment packing with horsepackers

• 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 including:
  o Educating volunteers and/or youth corps crewmembers on Leave No Trace and alpine ecology topics.
  o Contacting hikers/climbers on-mountain and present information about Leave No Trace and CFI.
  o Updating the CFI project blog site providing tracking updates using the Spot locator units

• 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.

• Experience working with crosscut saws and performing roughhewn timber carpentry.

• Experience working with rigging equipment to move project materials in remote locations.

• 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
- Digital photography/multimedia skills including photographing project accomplishments and field activities

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 from $15.00 to $19.00/hr. depending on experience.

Benefits include $17/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 Monday, March 3, 2015. 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) 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 hiring@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 hiring@14ers.org. (Please, no phone inquiries). For additional information about CFI, please visit our website at www.14ers.org.

The Colorado Fourteeners Initiative is an equal opportunity employer.

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