



Trail Conference Conservation Corps Trail Crew Leader

PROGRAM OVERVIEW

The Trail Conference Conservation Corps (TCCC) provides opportunities for outdoor enthusiasts to become leaders in environmental conservation. Industry experts train our AmeriCorps crews in sustainable trail building, invasive species management, public outreach, volunteer engagement, and outdoor leadership to provide vital resources to the parks you enjoy. Corps Members will receive a living stipend for their service and are eligible for education awards through our partnership with AmeriCorps.

POSITION SUMMARY

Members of the TCCC Trail Program will serve on crews of four to eight, alongside community volunteers. Crews build and repair primitive trails to provide the public with safe, sustainable, and enjoyable access to nature. Projects typically entail soil excavation, quarrying, moving, and building with large rocks, and other manual labor to produce quality results that minimize long-term environmental impact. Each year, hundreds of thousands of users enjoy the trails our crews have built and restored. Crew Leaders act as daily on-site facilitators of safe, successful, and fun work. They delegate tasks, set work pace, and communicate with staff trail builders to help oversee their crew and project. Before crew members arrive and after they depart, Leaders also work on special projects and assist staff with program management.

LOCATIONS

One or more of several sites across New York's Lower Hudson Valley Work sites may include Harriman and Bear Mountain State Parks, Sterling Forest State Park, Hudson Highlands State Park Preserve, or long-distance trails like the Long Path or Appalachian Trail. At some worksites, on-site backcountry camping may be available.

TERM OF SERVICE

Minimum of 1200-hour term of service, April 3rd through November 15th, a shorter 900 hour term (May 9th-October 25th) may be considered on a case-by-case basis for qualified candidates. The work week is Wednesday through Sunday. Weekend work is required. Members must take a 1/2-hour lunch which does not count toward service hours. This outdoor position includes a variety of weather conditions. Members are required to wear a provided uniform and PPE.

BENEFITS AND COMPENSATION

(The Trail Conference greatly values the Corps Members' experience, in parentheses are approximate values of the training and service that will be provided, free of charge.)

- Free rustic, lakeside housing within Harriman State Park provided from May 7th-October 26th; Some work will be done outside of the above timeframe (\$909 per month)
- Free backcountry camping access at more remote worksites
- Bi-weekly pre-tax living allowance of \$937.50, or \$17,500 total
- Eligible for an AmeriCorps education award upon successful completion of the term totaling \$4,826.50
- Certification in Wilderness First Aid/CPR/AED (\$285) and Leave No Trace (Two Day Trainer Course \$100)
- Networking and career development opportunities with environmental professionals including one-on-one resume workshops (\$250)
- Training and experience in leadership, teaching, working with volunteers, public outreach, and teamwork.
- Gain trail-building skills and experience including grip hoist rigging, dry stone masonry and trail structures, rock drilling and splitting, tread and drainage, and design and layout
- Opportunity for qualified student loan deferment and interest repayment

- Eligible for SNAP benefits (\$245.88 per month)
- Travel stipend (\$46 bi-weekly)
- Total Approximate Value of Stipend, Education Award, and Services: \$30,664.50

DUTIES AND RESPONSIBILITIES

- Oversee, motivate, and coordinate a crew of AmeriCorps members in building and repairing hiking and multi-use trails
- Work alongside crews on trail projects including tread excavation and building structures with native stone; model best practices and help set work pace.
- Train, oversee, and motivate volunteers during weekend workdays, and host trail building skills workshops for the public
- Coordinate project details with staff, volunteers, and partners to ensure timely and quality outcomes
- Ensure proper crew and project documentation, including accomplishments and reports; help communicate crew efforts to the public via social media posts
- Assist staff in crewmember training, including teaching safe and effective tool use and trail building methods
- Depending on position, possibly to live up to 5 days at a time in and maintain group backcountry campsites that adhere to Leave No Trace principles to carry out more remote projects
- Pre- and post-crew season, assist staff in season planning and wrap-up, including building trail alongside other Team Leaders
- Members may not engage in Prohibited Activities outlined in AmeriCorps Member Service Agreement
- Crew Leaders are prohibited from signing crew member timesheets, evaluating crew member performance, disciplining crew members, enrolling/dismissing crew members, writing and/or signing program reports, managing the program's payroll and budget

REQUIRED QUALIFICATIONS

- Experience with and a passion for working outdoors in nature
- Willingness and ability to lead and work as part of a team to complete projects
- Ability to do physically strenuous field work in rugged terrain, including the ability to lift and carry loads up to 50 pounds and hike up to 5 miles in most weather conditions
- Must have a reliable personal vehicle for transportation of self, tools, and supplies to field sites

BONUS POINTS

- Previous trail building or other manual labor experience, especially with dry stone construction or griphoist rigging
- Leadership and/or teaching experience
- Familiarity with using photos and social media to promote social causes
- Comfort with writing and data entry
- Experience and comfort with backcountry camping

APPLICATION

Go to <https://www.nynjtc.org/corpsapplication> to apply. Applications are accepted until the positions are filled. For questions, email Conservation Corps Manager Tori Finn at vfinn@nynjtc.org.

ENROLLMENT REQUIREMENTS

An individual must be at least 18 years of age; have a high school diploma or GED; be a U.S. citizen or permanent resident alien; pass a three-part national service criminal history check of the national sex-offender registry, state repository check, and FBI fingerprint check; and complete all pre-service orientation and training requirements. Documentation of age, education, and citizenship are due by the first day of orientation. Criminal history checks will be initiated before the start of service; an individual will be ineligible if they are required to register on the National Sex

Offender Registry, has been convicted of murder, or fails to disclose any previous conviction. Other convictions or pending charges will be evaluated on a case-by-case basis in accordance with program policy.

The New York-New Jersey Trail Conference provides equal opportunities to all employees and applicants for employment without regard to race, religion, color, age, sex, national origin, sexual orientation, gender identity, genetic disposition, neurodiversity, disability, veteran status or any other protected category under federal, state and local law. We pledge to uphold equality in our hiring and employment practices and create an environment where everyone from any background can do their best work.