



Roaring Fork Outdoor Volunteers Trail Crew Member Position Announcement

Position Title:	Trail Crew Member
Position Type:	Full-time seasonal position, April 28 - October 3, 2025.
Location:	Field-based; The RFOV office is in Carbondale, CO, and the RFOV service area extends from Independence Pass to Parachute, Marble to Glenwood Canyon.
Compensation	Hourly, \$21-\$24/hour, commensurate with experience. Benefits include paid time off, mileage reimbursement, \$10/day food stipend while on backcountry hitches, \$750 gear stipend, end of season bonus
Reports To:	Program Director

Roaring Fork Outdoor Volunteers (RFOV) is the leading stewardship organization serving the regional community of the Roaring Fork, Crystal River, and Middle Colorado watersheds. Our mission is to empower people with the tools and ethic to actively care for, and connect with the natural world, while supporting land managers to create healthy and resilient landscapes. Each year, RFOV works on 70-80 different project sites in collaboration with our partners using a combination of large community events, customized group work days, youth service-learning days, and professional staff.

Position Description

The Trail Crew Member is responsible for working with a crew of 2-3 individuals as well as volunteer groups on both frontcountry and backcountry trail and restoration projects. Approximately half of the season will be spent in the Maroon Bells-Snowmass Wilderness Area, with the other half of the season focusing on other frontcountry and backcountry projects throughout our service area. This position requires the desire and ability to live and work in a backcountry setting for up to eight days—responding professionally to fluid conditions and crew dynamics within various frontcountry/backcountry worksites, the ability to assess and manage risks, and excellent communication and interpersonal skills.

Specific Responsibilities

Program Operations:

- Work under the direction of the Trail Crew Leader and Program Director on backcountry and frontcountry trail and restoration projects.
- Support RFOV equipment and tool management: ensure tools, project equipment and supplies are clean, in good working order and regularly inventoried.

- Ensure project safety and practice effective risk management strategies.
- Assist with project reporting
 - Accurately measure and record project metrics; ensure quality photo documentation of all work completed.
 - Assist in reporting systems on progress and accomplishments of all projects and ensure consistency and clear communication internally among RFOV staff.
 - Assist in keeping all project notes and details as well as partnership information.
 - Record time worked accurately and timely for accountability and grant reporting.

Volunteer Coordination and Management

**As volunteer engagement is central to our mission, the Trail Crew plays an important role in supporting and overseeing volunteer projects throughout the season.*

- Serve as a crew leader on volunteer projects, leading groups of volunteers and providing them with technical expertise needed to complete a variety of trail work and restoration tasks.
- Work to create an inclusive and equitable environment for a diverse group of volunteers.
- Ensure all RFOV volunteer programs foster a positive, educational, engaging, and motivating experience for volunteers.

Required Qualifications

- Experience backpacking in the outdoors for multiple days at a time.
- Demonstrated ability to effectively manage the inherent risks to the outdoors.
- Ability to hike up to 12 miles/day at altitude.
- Ability to use heavy hand tools (i.e. pick mattocks, rock bars, pulaski, etc.).
- Ability to execute strenuous stonework at altitude.
- Ability to lift and/or move up to 50 pounds regularly.
- Ability to work in various mountain weather conditions and proactively manage adversity and uncertainty.
- Current valid driver's license.
- A personal vehicle in reliable working condition that you are willing to use for both personnel and tool transport to and from project sites as needed throughout the season.
- Wilderness First Aid certification or the ability to complete certification upon hire.
- Ability to pass a criminal background check.
- The ability to attend a mandatory Staff Training April 28th - May 3rd, 2025.

Desired Qualifications

We encourage you to apply for this position even if you do not believe you meet all of the criteria listed here.

Leadership

- An effective team builder who has experience in bringing a group of diverse individuals together for a common cause and tactfully addressing interpersonal issues when and if they arise.
- Outdoor leadership, outdoor education, or environmental education experience.
- Strong rock work experience with native stone (stairs, retaining walls, check dams, etc) as pertaining to trails.
- Self-directed, highly motivated, reliable, with a result and solution oriented perspective.
- Strong organizational skills with an attention to detail.
- Flexible with strong time-management skills.
- Experience or interest in creating inclusive work environments that support collaboration across a diverse participant base.
- Efficient communication, motivational, and interpersonal skills applicable to a group outdoor setting.
- Strong belief in RFOV's mission.
- Spanish language proficiency is highly desirable.

Management

- Experience working for or with land management agencies (state, federal, or municipal).
- Ability to proactively solve problems, work independently, and be creative and resourceful.
- Consistent and reliable communication.

Stewardship

- Trail building/maintenance experience in the following areas: trail creation, tread maintenance, corridor maintenance, and creating natural-material trail features including steps, walls, and drainage structures.
- Introductory ecological and natural resource knowledge and ability to teach others about these topics.
- Ability to live in the backcountry for up to 8 days at a time and conduct trail work while following [Leave No Trace principles](#).
- Willingness to learn about ecosystems and natural resources of the Roaring Fork Valley through self-driven research and education from RFOV staff, partners, and volunteers.

This position is strenuous, physically demanding and requires exceptional mental, emotional and physical fortitude. Please consider these challenges prior to applying!

Work Schedule

The weekly work schedule will be variable with regular weekends and occasional evenings required and is based on a 10 hour day/40 hour work week. Work schedule for half of the season will require living in the backcountry for 8 days in a row with 6 days off between backcountry hitches. The frontcountry portion of the season will be on a schedule of 4 days on / 3 days off.

Housing

Temporary housing within the Roaring Fork valley is very limited and RFOV is not able to provide housing for any staff position. Due to limited long-term campsites, living out of personal vehicles throughout the field season presents serious challenges and is **strongly discouraged**. RFOV will work with our community members & partners to connect seasonal staff with options for temporary housing, but **does not guarantee** that any options will be available.

Application Deadline

This position is open for applications beginning December 2nd, 2024. Applications will be reviewed on a rolling basis until all Trail Crew Member positions are filled. Positions will be removed from our website (rfov.org/careers) when they have been filled.

How to Apply

Send a resume, cover letter, and contact information for three professional references to: Jack Douglas, Program Director by email at jdouglas@rfov.org. **Please submit all application materials in a single PDF document with the following naming convention: *Lastname_Firstname_TrailCrewMember_2025*.** Phone and email questions and inquiries acceptable: jdouglas@rfov.org, 970-927-8241.

Roaring Fork Outdoor Volunteers is an equal opportunity employer and encourages applications from people of all races, ages, sexual orientations, and ethnic and religious backgrounds.

The requirements listed in our job descriptions are guidelines, not hard and fast rules, and if you have most of the qualifications listed we encourage you to apply. Your experience refers to paid and unpaid experience, lived experience, and volunteer work, which helps build the competencies, knowledge, and skills that translate directly to this position. Applying gives you the opportunity to be considered.

Organizational information can be found at www.rfov.org, and our diversity, equity, and inclusion (DEI) statement and initiatives can be found at <https://www.rfov.org/dei>.