

Title: SMT Trail Technician
Starting Salary Range: (\$23 - \$27/hour DOE)
Location: Salida, CO
Season Dates: April 1 - October 31, 2026 (Dates flexible)
Status: Full Time, Seasonal



Organizational Summary:

Salida Mountain Trails (SMT) is a 501(c)(3) nonprofit whose mission is to build and maintain sustainable, multi-use trails; steward public lands; and promote a vibrant trail community. SMT manages 70 miles of singletrack spread across two trail systems close to town—Arkansas Hills and Methodist Mountain—as well as part of the iconic Monarch Crest.

SMT is a small, tight-knit organization with 3 full-time employees, and we are looking forward to adding a seasonal staff member or two to our team! A significant amount of the work completed on SMT trail systems is performed by community volunteers, and in the 2026 field season we anticipate hosting approximately 40 volunteer events. We do our best to foster a work culture that balances professionalism, efficiency, and high quality work with a human-centered, fun, and safe learning environment!

Position Summary:

The Trail Technician will work closely with the SMT Trail Crew and Volunteers on various projects within the SMT trail systems. Projects will range from technical rock work to cleaning out drains, and everything in between. The crew generally works on a 5-day, 40 hour week schedule (M-F) with occasional weekends and irregular work hours to accommodate volunteer events. The Trails Technician will spend roughly 30% of the total field days in 2026 working with volunteers, and 70% working independently or with the Trail Crew.

This position is contingent upon grant funding. SMT expects to know about funding status by early February 2026. Please note that we cannot make a job offer until then.

Position Duties:

- Perform trail maintenance and construction projects alongside the Trail Crew and Volunteers, with occasional independent work. Tasks include, but are not limited to:
 - Tread maintenance, including: drain clearing, drain construction, raking, and berm removal
 - Sign installation
 - Extensive rock work including: rock armoring, retaining walls, check dams and rock features
 - Corridor clearing with hand tools and chainsaws
 - Mountain bike feature construction including: berms, rollers, drops

- Construction of erosion-control features
- Restoration projects
- Assist in the facilitation of volunteer trainings throughout the season
- Lead SMT volunteers during trail work events on proper trail construction, maintenance, and restoration techniques
- Foster a positive, fun and safe learning environment for volunteers and SMT staff
- Actively and positively engage with and educate trail users
- Perform regular tool and equipment maintenance
- Complete light administrative tasks:
 - Taking photos at project sites and uploading them to the correct folder
 - Filling out detailed project reports

Minimum Qualifications:

- Minimum 2 seasons of experience with trail maintenance or construction
- Valid drivers license and personal vehicle
- High level of physical fitness, and the ability to:
 - Work outside for 8-10 hours a day in challenging weather conditions
 - Work at high elevations and on steep, loose, uneven terrain
 - Lift up to 50 pounds repetitively
- Desire to perform trail work with volunteers of all ages and experience levels
- High level of flexibility and problem solving skills
- Excellent communication skills and the desire to work as part of a team
- Intrinsic motivation and the ability to work independently, with guidance from SMT staff

Preferred Qualifications:

- Prior leadership experience, or experience working with volunteers
- Knowledge of SMT and/or the trail systems that we steward is a plus, but not a requirement
- Mountain biking experience, or the desire to learn. Some projects will require biking out to the worksite
- Strong rock work skills
- Experience using chainsaws and/or cross-cut saws. Certifications are a plus, but not required. We can get you certified.

To Apply:

Send a resume and cover letter to jobs@salidamountaintrails.org with “Trail Technician” in the subject line.

Application deadline: March 1, 2026. Applications will be reviewed on a rolling basis, and priority will be given to those received prior to February 15.