SUMMARY
PNTA Performance Crew Members contribute to trail construction and maintenance projects on and adjacent to the Pacific Northwest National Scenic Trail (PNT) with an emphasis on safety, functionality, sustainability, low-impact methods and education. They may be asked to use both manual and mechanized tools. They may be asked to camp in both front and backcountry settings.

<table>
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<tr>
<th>Employment Status</th>
<th>Temporary (seasonal); Full-time; Hourly Wages, Overtime Exempt</th>
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<tbody>
<tr>
<td>Schedule</td>
<td>• Work Season: June–August</td>
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<td>• Workweeks (vary by project):</td>
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<td>o Short Workweek: 40-hour, five (5) days (2-day weekend)</td>
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<td>o Long Workweek: 80-hour, 10 days (4-day weekend)</td>
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<td>Compensation</td>
<td>• 100–115% of WA state minimum wage, depending on age and experience</td>
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<td>Benefits</td>
<td>• Field-based meals included</td>
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<td>• $0.50 raise each season you return, until you reach 115% of minimum wage</td>
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<td>Reports To</td>
<td>Trail Crew Leaders</td>
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<td>Location</td>
<td>Regions include Olympic Peninsula, Puget Sound/North Cascades, the Okanogan (north central Washington), and northeast Washington. The PNTA provides crew transportation between a rendezvous location and the worksite. Expect to work and camp for the duration of the workweek in either the backcountry or an undeveloped, drive-up campsite.</td>
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DUTIES
Trail crew member duties include but are not limited to:
- **Tread Work**: Dig, scrape, move and tamp earth (including sod, roots, soil, scree and rocks) to remove obstacles, restore tread surface, remove slough and berms, and reinforce and shape the trail to specifications.
- **Drainage**: Shape tread to direct runoff with outslope, nicks, grade dips, waterbars, check steps, etc. Build structures over surface water and wet areas, e.g., rock drains, culverts, puncheons and turnpikes, etc.
- **Brush Work**: Maintain the width and height of the trail corridor according to project specifications by removing (cutting and “swamping”) vegetation and other debris.
- **Restoration**: Revegetate damaged or closed trail corridors or campsites. Move earth and/or other natural materials to obstruct unauthorized trails and campsites. Remove litter.
- **Signs**: Install, remove, relocate, and/or maintain signs and other reassurance markers (e.g., kiosks, blazes, cairns)
- **Conservation**: Other projects related to conserving natural resources, mitigating trail-use impacts, and enhancing and preserving the overall trail experience.

REQUIREMENTS
- Legally able to work in the US for the duration of the season
- Guardian consent for minors *(Parent Authorization for Summer Work)*
- Must be able to hike long distances while carrying a pack and tools, and be able to perform manual labor consistently for up to 10 days
  - Able to **backpack** personal gear to backcountry basecamp
  - Able to **hike** with full daypack (including a gallon of water) to worksite each day, while carrying a tool
JOB DESCRIPTION
Performance Trail Crew Member

- Able to sustain light-to-moderate physical exertion throughout the workday, with regular breaks and periodic bursts of more intense activity
- Able to perform repetitive motions including stooping, squatting, bending, reaching, lifting, swinging, sawing, pushing, pounding, carrying, etc. Must be able to carry or otherwise move loads or objects up to 50 lbs.

- Must be able to travel to and camp at worksite locations and participate in basecamp set up/tear down
- Crew members are expected to partake in all educational opportunities made available to them, practice leadership and skill-sharing when appropriate, be responsible/respectful coworkers and community members, and practice Leave No Trace outdoor ethics.
- Must report to rendezvous on time and prepared to work, with required work attire, personal gear, PPE, and a gallon of drinking water.

DESIRED ATTRIBUTES
- Willingness to contribute to basecamp chores: digging latrines, fetching water, filtering drinking water, preparing meals, washing dishes, etc.
- Relevant experiences are preferred, but not required. Training will be provided.
  - Outdoor experience, familiarity with outdoor living, e.g., hiking, backpacking, camping, off-grid living
  - Manual labor, experience using hand tools, e.g., in trail maintenance, construction, carpentry, landscaping, gardening, forestry, farming, etc.
- Able to maintain a positive attitude and equitable temperament, even while working long hours and facing unexpected challenges
- Active listener, cooperative teammate with a desire to learn and grow
- A passion for outdoor recreation, community service, natural systems, and environmental stewardship
- Willingness to help the PNTA promote our youth service program by cooperating with Crew Leaders while they document the work and life of a trail crew

TOOLS
Trail crew members use a variety of tools, including, but not limited to:
- Hand tools: Pick mattock, Pulaski, adze hoe, rock bar, sledgehammer, McLeod, shovel, weed whip, machete, pruning loppers, handsaw, pole saw, crosscut saw, peavey, log carrier, wheelbarrow, bucket, etc.
- Motorized tools (if eligible according to age and training): Power trimmers, power carrier/motorized wheelbarrow, plate compactor, etc.
- Members may also work in close proximity to chainsaws operated by Crew Leaders.

PERSONAL PROTECTIVE EQUIPMENT
- **PNTA will provide** hardhat, work gloves, safety glasses, ear plugs, saw chaps (as applicable), first aid kit (crew kit), sunscreen, insect repellent, and a crew communication device (e.g., Forest Service radio, and/or GPS device).
- **Other Required PPE:** long work pants, long-sleeve shirt, rain gear, and leather boots that cover and support the ankles (we recommend water-resistant boots).

GEAR
- Tent: crewmembers often borrow/share
- Backpack (40-60 liters)
- Sleeping bag and pad
- Daypack/school backpack
- Water bottles and/or hydration packs—no less than one gallon carrying capacity
- Refer to PNTA Trail Crew Packing Checklist for complete personal gear recommendations.
Please note: The PNTA can lend you some gear items. We don’t want a lack of gear to prevent you from participating, so please let us know what you need.

WORKING CONDITIONS
Workplace conditions and hazards include, but are not limited to:

- All types of weather—from hot and dry to cold and wet, including unpredictable and potentially dangerous weather events such as electrical storms, strong winds, hail, snow, torrential rains, etc.
- Prolonged exposure to sunlight, wind, dust and pollen
- Working on and traversing rough terrain including steep slopes with slip and trip hazards
- Potential exposure to mosquitos, bees, hornets, wasps, spider bites, wild animals, and stock animals, etc
- Potential exposure to waterborne illnesses
- Potential exposure to falling objects: rocks, branches, trees, etc.
- Prolonged exposure to motor noise and exhaust fumes (if applicable to the project)
- Potential exposure to infectious pathogens, e.g., Coronavirus. (Refer to the PNTA Field Safety Manual: COVID-19 Epidemic Protocol)

Disclaimer
The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

The Pacific Northwest Trail Association is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Employee Acknowledgment
I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined, and have discussed any questions I may have had about this job description prior to signing this form.

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<th>Name</th>
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<td>Signature</td>
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