About SCMTS
Santa Cruz Mountains Trails Stewardship (SCMTS) is a nonprofit trail stewardship organization dedicated to trail building, responsible land management, and education. We work to support, preserve, and expand sustainable trail access throughout the Santa Cruz Mountains area. We’re trail builders, resource management experts, and outdoor enthusiasts who are driven to provide legal, equitable, and sustainable trails for all users.

Position Summary
We are seeking a skilled equipment operator experienced in trail construction to support and expand our trail and park stewardship program in the near future. This person will work directly with our professional SCMTS Trail Crew to implement trail and park construction projects. This position is ideal for candidates who are experienced in construction, natural resources management, parks and recreation management, or other related fields.

Compensation
- Pay $25-34/hr DOE
- Work on prevailing wage projects will be paid at the prevailing wage rate based on trade being performed (laborer, carpenter, operator, etc.). The balance of the value of fringe benefits minus the cost of SCMTS provided benefits will be paid in cash.
- You will be reimbursed for mileage, travel, and other business-related expenses as approved by your supervisor.

Duty Statement
Responsibilities include but are not limited to,
- Maintaining safe jobsite conditions. Following and enforcing SCMTS safety regulations for volunteers, project partners, and subcontractors.
- Demonstrating leadership in coordinating and supervising complex trail construction tasks and projects.
- Maintaining a daily field log and communicating all pertinent jobsite information.
- Mentoring and training trail specialists and laborers
- Assisting with implementation of volunteer trail work events.

Santa Cruz Mountains Trail Stewardship is an Equal Opportunity Employer. Candidates from diverse backgrounds are encouraged to apply.
• Ensuring use of best practices for all trail and park projects.
• Inspecting and maintaining SCMTS tools and equipment to ensure high level of safety and functionality.
• Safely operating vehicles, trailers, and equipment.

Qualifications
• Professional journeyman-equivalent operator skill set.
• 5 years of full-time trail or highly relevant work experience desired
• Knowledge of construction industry best practices with demonstrated history of quality results and safe jobsite practices.
• Experience in developing trail corridor layout, including: identification of positive and negative control points in landscape, layout of average grades between control points, and ability to understand line of sight, trail flow, user speeds, soil conditions, landscape properties, sensitive resources, switchback/structure locations.
• Experience with managing bike park feature layout and sizing. Demonstrated understanding of speed, flow, drainage, spacing, radius, etc.
• Experience felling complex/high hazard trees (side/back lean, rot/defect, large diameter, hangups), including use of rigging.
• Detailed knowledge and practice of rigging systems including safety, calculating forces, choosing proper load ratings, and safe implementation of advanced systems like skyline or high lead for material placement/transport.
• Advanced equipment maintenance & diagnostic skills.
• Ability to work independently as well as part of a team.
• Excellent organizational and time management skills, ability to follow written and oral direction, and superb communication skills.
• Ability and desire to work with volunteers with a diverse range of backgrounds and skill levels.

Additional Desired Skills
• Knowledge of SCMTS, familiarity with trail building and recreation communities throughout California.
• Complementary trade skills

Physical Requirements
• The ability to:
  ○ Regularly lift 80 pounds
  ○ Perform physically demanding work with hand tools for an 8-10 hour workday
  ○ Sit for long periods of time while operating equipment
  ○ Respond quickly to sounds.
  ○ Hike long distances and move safely over steep, uneven and/or slippery terrain.
  ○ See and respond to dangerous situations.
  ○ Work in extreme weather.

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Wear personal protective gear correctly most of the day.

Time Commitment

- 40 hours weekly, limited term appointment subject to renewal. Work schedule is typically Monday - Friday as well as weekend Dig Days (1-2 weekend days per month). Work schedule and hours per week may change subject to weather and other project related time constraints.
- Work time is generally Monday through Friday from 7:00 a.m. to 4:00 p.m.

Status, Compensation, and Benefits

- Sick leave: You may take up to 24 hours of sick leave annually. Unused sick leave may accrue up to 48 hours total.
- Holidays: You will be eligible for Holiday Pay for the following holidays: Memorial Day, July 4th, Labor Day, Thanksgiving Day, and the following day, and the week (+/-) spanning December 25th to New Years Day. In the event that a work-related project requires you to work on a holiday, an alternative holiday may be selected with the approval of your supervisor. The holiday benefit does not have a waiting period.

Equal Opportunity Policy

SCMTS’ policy is to afford equal employment opportunity to all persons, regardless of age, ancestry, color, disability, gender, gender expression, gender identity, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religion, sex, and sexual orientation. This policy demonstrates SCMTS’s commitment to creating a diverse and inclusive environment that values different perspectives and fosters belonging.

To Apply

Submit a cover letter, resume and three professional references to garret@santacruztrails.org with “Equipment Operator” as subject line. Please include any pertinent information, including professional and personal experience, that is relevant to the position. This recruitment is ongoing until filled.