



SCMTS Job Description · Applications Due 5/1/2026

## Summer Youth Trail Crew Lead

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### 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

SCMTS is seeking a Summer Youth Trail Crew Lead to independently oversee a trail crew of five youth, ages 16-18, in the field this summer. This seasonal position will lead the Summer Youth Trail Crew, a program partnership between the City of Santa Cruz and SCMTS. The two organizations collaborate to hire five high school-age crew members who work in City of Santa Cruz parks from June through the end of July.

This position is ideal for candidates seeking experience in construction, natural resources management, parks and recreation management, or other related fields. Experience working at summer camps and with youth is a plus.

Applicants should apply by Friday, May 1, 2026. Interviews will begin the week of May 11, 2026. The start date is Monday, May 25, 2026.

### Compensation

- \$25.00 hourly
- 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:

- Leadership and daily oversight of a five-person youth trail crew.
- Serving as an ambassador of SCMTS and representing our organization daily in the field.
- Using the EDGE (Explain, Demonstrate, Guide, and Enable) method to teach trail work skills to the crew.

- Maintaining safe job site conditions. Follow and enforce SCMTS safety regulations for crew and volunteers.
- Scouting and identifying potential work projects to perform with the crew.
- Performing trail construction and maintenance labor under the direction of the Trail Stewardship Coordinator and Trail Stewardship Manager.
- Ensuring use of best practices for all trail and park projects.
- Inspecting and maintaining SCMTS tools and equipment to ensure a high level of safety and functionality.
- Safe use of power tools such as weed whips and hedgers.
- Safely operating SCMTS vehicles.

## **Qualifications**

The below are desired when starting:

- Volunteer or professional experience building and maintaining trails.
- Demonstrated knowledge of basic trail maintenance.
- Ability to work independently as well as part of a team.
- Ability to make decisions independently and to take initiative.
- Excellent organizational and time management skills, ability to follow written and oral direction, and superb communication skills.
- Valid driver's license and reliable transportation and willingness to load personal vehicle with tools and safety equipment if needed.
- Ability to tow a trailer.

## **Additional Desired Skills**

- Knowledge of SCMTS and familiarity with trail building and recreation communities throughout California.
- Leadership experience outdoors.
- Bilingual in Spanish and English.
- Complimentary trade skills such as equipment operation, carpentry, mechanical aptitude, etc.
- Certifications in First Aid, CPR, and Wilderness First Aid.

## **Physical Requirements**

- The ability to lift 80 pounds regularly.
- The ability to perform physically demanding work with hand tools for a 5-6 hour workday.
- The ability to respond quickly to sounds.
- The ability to hike long distances and move safely over steep, uneven, and/or slippery terrain while carrying tools.
- The ability to see and respond to dangerous situations.
- The ability to work in extreme weather.
- The ability to wear personal protective gear correctly most of the day.

## **Time Commitment**

- This is a seasonal position spanning from May 25, 2026 to August 7, 2026.

- 40 hours weekly, limited-term appointment. The work schedule is typically Monday - Friday. 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 AM to 3:00 PM with a 30-minute lunch break.

### **Status, Compensation, and Benefits**

- Sick leave: You may take up to 40 hours of sick leave. Unused sick leave may accrue up to 48 hours total.
- Holidays: You will be eligible for Holiday Pay for the following holidays: July 4th and Labor Day. If 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.

### **Typical Day in the Field**

- Arrive at SCMTS yard with the crew to prepare tools and equipment.
- Go to the day's project site to stage tools, materials, and equipment and/or plan the work.
- Throughout the day, independently engage the crew in assigned tasks and contact SCMTS or City of Santa Cruz staff if questions arise.
- Return to SCMTS HQ by 2:00 PM, clean or repair tools, store all materials, and complete any other finishing tasks if needed.
- To conclude the day, submit a detailed daily report to your supervisor through the provided Project Reporting Form.
- Ensure the crew understands their daily expectations, including wearing appropriate personal protective equipment, bringing lunch, snacks, and water, and having a safe and enjoyable experience outdoors.

### **Equal Opportunity Policy**

SCMTS's policy is to afford equal employment opportunities 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 brief cover letter, resume, and two professional references to [jobs@santacruztrails.org](mailto:jobs@santacruztrails.org) with "Summer Youth Trail Crew Lead" in the subject line. Please include any pertinent information, including professional and personal experience, that is relevant to the position. Applications will be accepted until the position is filled.