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 oversee a youth-oriented trail crew in the field this summer. This temporary position will lead the Summer Youth Trail Crew, a program in partnership between the City of Santa Cruz and SCMTS. The two organizations work together to hire five high-school aged crew members who work in City of Santa Cruz parks from June through early August. This position is ideal for candidates who are looking for 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 May 9, 2022. Start date is Tuesday, May 31, 2022.

Compensation
- $20/hour
- 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.
  - Maintaining safe job site conditions. Follow and enforce SCMTS safety regulations for crew and volunteers.
- Performing trail construction and maintenance labor under the direction of the Trails Stewardship Coordinator and Trails Program Manager.
- Assisting with implementation of volunteer trail work events.
- Ensuring use of best practices for all trail and park projects.

Santa Cruz Mountains Trail Stewardship is an Equal Opportunity Employer. Candidates from diverse backgrounds are encouraged to apply.
• Inspecting and maintaining SCMTS tools and equipment to ensure a high level of safety and functionality.
• Safe chainsaw use for simple bucking and brushing.
• Safely operating vehicles and tow trailers.

**Qualifications**
The below are desired when starting:
• Volunteer or professional experience building and maintaining trails.
• Demonstrated knowledge of basic trail construction, maintenance, and design.
• 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.
• Valid drivers license and reliable transportation.

**Additional Desired Skills**
• Knowledge of SCMTS, 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.

**Physical Requirements**
• The ability to lift 80 pounds regularly.
• The ability to perform physically demanding work with hand tools for an 8-10 hour workday.
• The ability to sit for long periods while operating equipment.
• The ability to respond quickly to sounds.
• The ability to hike long distances and move safely over steep, uneven, and/or slippery terrain.
• 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 part-time position spanning from May 31, 2022 to August 12, 2022.
• 40 hours weekly, limited-term appointment subject to renewal. The 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 7:30 a.m. to 4:00 p.m.

Santa Cruz Mountains Trail Stewardship is an Equal Opportunity Employer. Candidates from diverse backgrounds are encouraged to apply.
**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: 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**

- You will meet the Summer Youth Trail Crew at the job site location for the day and guide them through the day’s tasks, starting with a safety briefing.
- Throughout the day you will engage the crew in tasks for the day and call SCMTS staff if you have questions.
- You will submit a daily report to your supervisor and City staff if requested.
- You are responsible for ensuring the crew understands their expectations for the day, including making sure they wear appropriate personal protective equipment, bring a lunch, and have a safe and fun 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 cover letter, resume, and three professional references to emma@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 accepted until May 9, 2022.

For questions, please feel free to contact Emma, our Trails Program Manager, at emma@santacruztrails.org.