2024 Wilderness Trail Crew Leader  
POSITION DESCRIPTION

Start Date: Mid-April, 2024  
End Date: Early October, 2024  
Title: SBFC Wilderness Trail Crew Leader (WTCL)  
Status: Full time, non-exempt from overtime  
Hourly Wage: $19.00  
Overtime Rate: $28.50  
Health Insurance Benefit: $250 per month with proof of health insurance  
Uniform: 2 SBFC work shirts provided  
Other:  
- $32 per day field per diem ($256 per full 8 day hitch in the field)  
- Federal mileage reimbursement rate when using personal vehicle for work outside of Missoula (Currently .655 cents per mile)  
- Wilderness First Aid certification reimbursement (The WTCL is required to have a current Wilderness First Aid/CPR certification before the start of the season. SBFC will provide up to, but no more than, $800 in reimbursement for a qualifying Wilderness First Aid course. Qualifying certifications include Wilderness First Aid, Wilderness Advanced First Aid, and Wilderness First Responder. Courses must be approved by SBFC before being taken. If you already have a current Wilderness First Responder, other applicable training may be reimbursed by SBFC, up to, but no more than $600. These also must be approved by SBFC before being taken.)  
- USFS Crosscut Saw Certification  
- $250 gear reimbursement upon completion of season  

Duty Station: Missoula, MT. Housing is typically not provided for staff positions.

SBFC Mission:  
The Selway Bitterroot Frank Church Foundation assists the Forest Service in providing stewardship for the Selway-Bitterroot and Frank Church-River of No Return Wildernesess and surrounding wildlands through on the ground work, public education, and partnerships.

Position Summary:  
The WTCL will serve in the Selway-Bitterroot Wilderness and/or Frank Church-River of No Return Wilderness and surrounding wildlands as a working liaison between SBFC and our National Forest partners, to plan, coordinate, execute and lead multi-day Wilderness stewardship projects of trail work and Wilderness Stewardship Performance Monitoring (WSP). This position is heavily field-based, with the vast majority of the working season being spent in remote, backcountry locations across 10+ 8 day hitches. The WTCL reports to the SBFC Program Director and will work closely and collaboratively with
the Volunteer Program Manager and Youth Program Director. Working closely with SBFC staff, the WTCL will take the lead on coordinating projects by working with National Forest Wilderness and Trails managers. Depending on the project, the WTCL may lead a variety of other SBFC staff, Wilderness Ranger Fellows and project volunteers. Responsibilities include project leadership, development, planning and finalizing logistics. This will include coordinating stock support, menu management and Fellow oversight.

A typical schedule is working 8 consecutive 10+ hr days in the field followed by returning to Missoula for up to 6 days off. Plan for a minimum of half a day of work before and after each hitch to complete hitch prep, after hitch debrief with supervisor, paperwork, and tool maintenance. (Some hitches will require more prep such as volunteer projects). Back-to-back hitches in the field, or “mini-immersions”, may require you to be away from Missoula for up to 19 days at a time (8 days on, 3 required days off, 8 days on). Work is required on many weekends and some holidays.

**Essential Responsibilities:**

- Serve as a liaison between SBFC and the United States Forest Service to plan, coordinate, lead and complete Wilderness stewardship projects (trail work and Wilderness character monitoring)
- Coordinate and communicate effectively about all projects with Forest Service staff, SBFC Program Director, Volunteer Program Manager and Youth Program Director.
- Work collaboratively with the SBFC Volunteer Program Manager to ensure thorough communication with volunteers when needed.
- Provide supervision and leadership for Wilderness Ranger Fellows, seasonal staff and volunteers.
- Coordinate tools, stock support and other logistics for work projects.
- Coordinate, organize and lead volunteer projects, including menu planning and shopping as needed.
- Complete hitch reports on a bi-monthly project schedule.
- Follow SBFC & USFS communication, safety and operational protocols.
- Assist SBFC with staff and Fellow training, as requested.
- Maintain accurate quantitative and qualitative data on a variety of trail metrics and WSP Monitoring.
- Maintain high levels of quality work and positive volunteer experiences.
- Other duties as requested.

**Minimum Requirements:**

- 1+ seasons of experience leading in a backcountry environment
- 1+ seasons of experience completing overnight trails and/or Wilderness projects on public lands in a backcountry environment
- Able to work long days in inclement weather for multiple days at a time (cold, rain, heat, snow, smoke)
- Must be physically capable of performing intense physical labor:
  - Carrying a 55+ pound backpack plus hand tools
  - Working 9-10+ hour days, 8-9 days in a row, routinely lifting
  - Hiking 15+ miles per day in difficult terrain (high elevation, steep trails, etc)
  - Lifting 35+ pounds repeatedly
Preferred Qualifications:
● Experience leading volunteers
● Familiarity with the Wilderness Act

*Individuals must provide their own backpacking equipment, rain gear, work pants, gloves, and work boots.*

Application Deadline is 01/15/2024. Applications are reviewed on a rolling basis and the position may be filled before the deadline.

For more information, please contact SBFC Program Director Josh Page at joshpage@selwaybitterroot.org

**Equal Employment Opportunity Statement:**
Wilderness benefits everyone. The 1964 Wilderness Act was passed “...to secure for the American people of present and future generations the benefits of an enduring resource of wilderness” (section 2a). SBFC provides access and equal opportunity to diverse groups of staff, volunteers, and other participants, while continuing to identify and reduce barriers to being involved in our organization and programs. We encourage applicants of all backgrounds to apply.