



BCC Trail Program Manager

Organizational Information:

The Boulder Climbing Community (BCC) is a local climbing organization dedicated to stewarding the climbing environment. We envision a world where climbers are stewards of the land, not merely users. Where land managers, climbers, and the community work together to care for our climbing landscape along the Front Range and beyond.

Position Description:

The Trail Program Manager position will lead a professional trail program designed to complete a variety of projects associated with improving environmental, safety, and user conditions at climbing areas throughout the Front Range region. The Trail Program Manager position is a predominantly field-based position, consisting of regular physically demanding work on-trail, at the crags, as well as a small amount of work within the community.

Location:

50% of the position duties will be field based working at various climbing areas. 50% of the position duties being administrative, working with the BCC Executive Director, and other staff, attending meetings, and completing BCC administrative duties.

Position Goals:

- Manage BCC's Trail Program
- Implement and supervise project construction strategies and ensure solid day-to-day communication amongst the crew regarding progress.
- Meet goals and metrics for each trail project and ensure positive relationships with land management partners.
- Utilize BCC's volunteer programs to increase recruitment and retention of BCC volunteers.
- Meet Grant writing and reporting metrics.

Position Responsibilities:

Trail Project Management (50%):

- Manage day-to-day field operations, crew members, and volunteers and assign proper tasks that make the trail program function efficiently.
- Hire Trail Program staff: 1 Crew Lead and 2-3 Crew Members. Train and supervise trail staff and volunteers on safe and efficient techniques for material quarrying/gathering, transport, and construction of stone structures, as well as restoration of natural landscapes at project sites.
- Safely & efficiently work with a variety of tools (including; grip hoist (& other rigging equipment)), power tools, rock hammers & chisels, rock bars, power drill and feathers & wedges) and maintain equipment conditions and an up to date tool inventory.

Administrative Duties (50%)

- Track trail crew schedule and timesheets.
- Track trail program metrics and update KPI documents.
- Develop and manage the trail program budget.
- Write and monitor long term goals for the program
- Track and update volunteer hours per project.
- Order and maintain supplies and tools for all programs.

- Ensure that proper project reporting is completed: Before and After Photos, End of project metrics, reports, project tool inventories, incident reports and volunteer paperwork.
- Create weekly Trail Program content for BCC's social media.
- Provide crew feedback in the form of mid-season and end of season performance evaluations.
- Attend BCC staff meetings and events central to the role.
- Write, monitor, and report on all trail related projects.

Required Qualifications:

- Advanced trail work experience and skills, with an emphasis on intensive stonework projects, stone quarrying, highline rigging, and material management.
- Advanced experience training, supervising and managing others.
- Moderate to advanced experience managing work sites and/or projects.
- Capability of documenting project metrics via field notes and photos.
- Advanced computer skills: Excel fluency is required.
- Reliable transportation.
- Possesses a very strong work ethic and drive for a quality finished product.
- A high level of fitness: Hiking with weight and on unsure terrain, Strong cardiovascular fitness, ability to lift up to and exceeding 50 lbs on a continual basis.
- Ability to learn and master new skills on a continual basis.
- Excellent communication skills, written and verbal, including public speaking.
- Keen judgment and experience managing risk on a continual basis.

Start Date/Season/Schedule:

- Start Date: ASAP
- BCC's trail season is typically scheduled from late March through mid November and is based predominantly in the Boulder/Golden area.
- A typical work week will consist of 2-3 field days working alongside trail staff with 1-2 days of administrative work from the Boulder office.

Benefits/ Compensation:

- Salary range of \$50,00-\$55,000
- Health insurance
- Unlimited PTO
- Outdoor industry pro deals.
- Gym membership

How to Apply:

Send resume and cover letter, specifically addressing your qualifications as related to the position, electronically to Ryan Kuehn, Stewardship Director: ryankuehn@boulderclimbers.org. Please write " BCC Trails Program Manager" on the subject line. The job search will continue until the positions are filled. No calls or paper submissions please.

Equal Employment Opportunity

All qualified applicants will receive consideration for employment without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other factors prohibited by law.