



Great American Outdoors Act (GAOA) Field Technician

Job Description

Position Title: Great American Outdoors Act Project Field Technician

Supervisor: Trail and Lands Protection Senior Program Manager

Status: Full Time, Hourly, Non-Exempt

Start Date: Flexible start date but no later than June 29, 2026

End Date: November 30, 2026 (termed-position)

Office Location: Any of the CDTC offices: Golden, CO; Santa Fe, NM; or Helena, MT

Application deadline: May 24, 2026

POSITION SUMMARY & STATEMENT OF DUTIES

The Continental Divide National Scenic Trail (CDT) spans 3,100 miles through New Mexico, Colorado, Wyoming, Idaho, and Montana and provides access to the Continental Divide landscape and Rocky Mountain communities. The Great American Outdoors Act (GAOA) was passed in 2020 to address the backlog of trail deferred maintenance on public lands, including the CDT.

The GAOA Field Technician will serve as the primary role responsible for data collection and scouting of sections of the CDT that have deferred maintenance needs. The Field Technician is responsible for collecting and reporting trail condition data for the CDT. This data is used to determine project funding needs and is also closely coordinated with CDTC's Trail and Lands Program Manager, CDTC GIS Specialist, and land management partners to provide a complete record of CDT needs across New Mexico. The Field Technician will ensure condition and planning data for GAOA trail projects is collected and reported in a timely way and data. The Field Technician role is primarily field-based, with some time in traditional office settings for data clean-up and other organizational tasks.

The Field Technician role will work across CDTC's team to ensure the GAOA program continues to deliver highly effective programs providing additional capacity to federal partners and other stakeholders who have a vested interest in the stewardship of the CDT.

ESSENTIAL DUTIES AND RESPONSIBILITIES

GIS, Data Collection & Scouting (~75%)

- In coordination with the Trail and Lands Protection Senior Program Manager and the GAOA team, complete trail condition surveys and scouting on priority trail sections with deferred maintenance needs, working independently and alongside CDTC staff and partners
- Coordinate with CDTC's GAOA Program team, CDTC staff, and Forest Service staff to plan and implement trail surveys, project development specifications, and reports
- Clearly plan and coordinate work and travel logistics with CDTC, agency staff, and local partners with safety and communication a high priority.
- Perform high-quality and consistent data collection using USFS's Trail Assessment and Condition Surveys (TACOs) app and other platforms to ensure effective communication of trail stewardship needs in a given section.
- Identify priority needs for areas with deferred maintenance that have applicable data and package trail project proposals for submission, working alongside Forest Service and CDTC staff

Data QAQC and Project Development (~10%)



- Perform QAQC on data collected from the field surveys
- Complete clear and comprehensive project reports and project proposal packets for use by trail crews and partners for future implementation. Reporting will be both traditional reports and through an ArcGIS web platform.
- In coordination with CDTC and agency partners, compile survey results in reports, project proposals, and web-based tracking tools

GAOA Administrative Duties (~10%)

- Assist the GAOA program team in long-term resiliency of GAOA Dashboards and project details through data clean-up and other tasks

Additional Duties (~5%)

- Speak passionately about CDTC's mission and vision.
- Coordinate with project partners and CDTC staff to elevate the GAOA program and CDTC's role as a convener of trail stewardship
- Assists other departments when relevant and appropriate to support cross-programmatic work across CDTC programs.
- Engage in organizational priorities aligned with CDTC's mission and vision.
- Assist the Trail and Lands Protection Senior Program Manager with tasks as needed to deliver CDTC programs.
- Assist Field Operations and GAOA staff with project implementation and partner projects as needed

QUALIFICATIONS, REQUIRED AND PREFERRED SKILLS

Education & Experience:

The GAOA Field Technician position requires a set of core competencies to perform the role outlined above, including but not limited to: **technical trail experience, GIS and data/project management, backcountry field data collection and partner collaboration.** Four (4) years of a combination of education and experience that demonstrates proficiency in these core competencies, with **at least two (2) years** of trail project or data collection experience, and/or a Bachelor's degree and/or experience in progressive responsibility in project management, land conservation and/or resource or land management, forestry, environmental science, botany, ecology, biology, geography, recreation management, trail work, or related field.

CDTC recognizes that college and continuing education, professional work experience, volunteer participation, and a diversity of other backgrounds can demonstrate proficiency in these core competencies. All individuals who feel they have experience that demonstrates expertise and/or familiarity with the core competencies are encouraged to apply.

REQUIRED SKILLS

- Self-starter who demonstrates the ability to take initiative, set goals and priorities, develop a work schedule, monitor progress, and achieve goals both independently and cooperatively as a team member.
- Proficiency in traveling (driving, camping, hiking, backpacking) and living in front-country and backcountry environments.
- Proficiency with situational awareness and risk management in a field-based setting, individually and with others
- Proficiency at planning field-based logistics in a well-communicated and safe manner.



- Proficiency and comfort with technical backcountry data collection and project logistics, including troubleshooting hardware and software, and travel logistics in a remote environment, usually independently.
- Ability to organize, track, and follow projects through to successful completion and report the details of projects.
- At least **TWO** field seasons of professional work conducting field data collection using current GIS tools and processes.
- Experience with current trail design and maintenance practices
- At least **TWO** field seasons of professional trail work experience implementing trail maintenance and construction projects.
- Ability to prioritize and work on multiple projects simultaneously. Anticipate, understand, and respond to the needs of land managers to meet or exceed their expectations within organizational parameters.
- Experience with implementing trail projects across a variety of landscapes, including high-altitude, desert, riparian, grasslands, ridgelines, and others found along the Divide.
- Familiarity with federal land management agencies, especially USFS, structures, and planning efforts.
- Ability to engage in physical activity for extended periods at altitude and lift 40lbs.
- Hold or have interest in Wilderness First Aid or Wilderness First Responder certification.
- Must have a valid driver's license with a clean driving record.
- Ability to present your ideas clearly and effectively through oral and written communication
- Ability to clearly communicate work progress and needs in a timely and clear manner to supervisor, CDTC staff, and agency partners.
- Organized, motivated team player who demonstrates the ability to take the initiative, ask questions, accept feedback graciously, integrate it, set goals, and achieve them.
- A demonstrated understanding of the importance of Justice, Equity, Diversity, and Inclusion in the outdoor space and the ability to effectively work on diverse teams or with a diverse range of people.
- Experience or training in personal computer operations. Fluency in Microsoft Office and e-mail software is essential.
- Experience with GIS is required, including analysis of data and confidence in recording GIS in the field.

PREFERRED SKILLS

- Experience working on projects with federal, state, or local agency staff.
- Comfortable driving on 4WD roads in remote areas with limited cell service.
- Experience with communication protocols and technology (radio, satellite communication device, cell phone) in remote settings.
- Familiarity with Leave No Trace principles and camping in bear country.
- Experience working with young and early-career conservation professionals with a demonstrated aptitude for collaborative learning.
- Environmental education experience or experience teaching or training volunteers or staff on conservation topics.
- Strong conservation ethic and basic understanding of justice, equity, diversity, and inclusion in the outdoors.
- Experience using Zoom, InDesign, ArcGIS, or other associated software and technology.
- Experience in a leadership role implementing trail construction and maintenance projects
- Familiarity with the Continental Divide National Scenic Trail.



SUPERVISION AND WORK ENVIRONMENT

The GAOA Field Technician works under the direct supervision of the Trail and Lands Protection Senior Program Manager. The Field Technician is not expected to be the direct supervisor of CDTC staff. This role is expected to spend approximately 80% of time in the field and 20% of time in an office setting. Field work will be conducted in remote wilderness conditions, varied weather conditions, and exposure to various environmental hazards such as wildlife, insects, plants, wind, sun, snow, and rain.

Office work will be a component of this position for processing the survey data. The office may have a moderate noise level due to the open office environment with a high level of activity on the phone, computers, and printers. Remote office work is an option but will require close communication with CDTC and agency staff.

This role will have some flexibility in their work schedule and can plan their field and office time accordingly with their supervisor. Travel is common and will include travel to communities and sites along the CDNST, to sites off-trail or future trail locations. Weekend and evening work will be required from time to time, including multiple-day and overnight travel. The anticipation for this role is that the role will have a “hitch” style schedule (ex: 8 days in the field, 6 days off), with long periods in the field.

The Field Technician may also assist other CDTC staff and partners with trail project implementation, including working with trail crews and volunteers. This position description summarizes the main duties of the job. It neither prescribes nor restricts the exact tasks that may be assigned to carry out those duties.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is frequently required to do physical labor in outdoor and backcountry environments. Work is performed both indoors, in a busy, collaborative office space, and outdoors at elevations ranging from 4,200 ft to 12,000 ft where environmental elements prevail. The employee should have the ability to hike independently for 3-12 miles per day in rugged terrain, often wearing a 40+ lbs backpack while carrying tools and equipment and completing technical surveys. Upper body strength is a requisite to lift and move up to 40lbs unassisted and 100lbs with assistance. Work may include travel in a rental or CDTC-owned vehicle so the individual must have a valid driver's license. This position requires frequent travel, sometimes including weekends, and spanning New Mexico, Colorado, Wyoming, and Idaho. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. CDTC is an equal opportunity employer. All individuals are encouraged to apply.

COMPENSATION AND BENEFITS

Starting wage of \$25.00 an hour. CDTC provides a benefits package including \$475 per month towards a company-sponsored health insurance, \$50 monthly cell phone reimbursement, and 8 sick hours a month and 8 hours of pay for all CDTC holidays during employment.

EOE STATEMENT

The CDTC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, genetics, or other protected status. For information about the CDTC, please visit our website at [Continental Divide Trail Coalition](#).