



## CONTINENTAL DIVIDE TRAIL COALITION

### Great American Outdoors Act (GAOA) Trail Crew Member Position Description

**Position Title:** Great American Outdoors Act (GAOA) Trail Crew Member (2 Positions Available)

**Supervisor:** GAOA Trail Crew Leader

**Status:** Seasonal, hourly, non-exempt

**Start Date:** April 20, 2026

**End Date:** October 30, 2026

**Office Location:** CDTC NM office is located in Santa Fe. Daily operations hosted from Albuquerque.

The mission of the Continental Divide Trail Coalition (CDTC) is to complete, protect, and elevate the Continental Divide National Scenic Trail and inspire a diverse community to steward the trail and its connected landscapes.

#### POSITION SUMMARY

The GAOA Trail Crew Members support the effective management of GAOA trail projects in close coordination with the U.S. Forest Service, as well as other organizations, including conservation corps, trail organizations, and volunteers. The GAOA Trail Crew Members will serve on a four-person GAOA Trail Crew to complete a 6-month season of deferred trail maintenance along the CDT.

The Continental Divide National Scenic Trail (CDT) spans 3,100 miles through New Mexico, Colorado, Wyoming, Idaho, and Montana, providing access to the Continental Divide landscape and Rocky Mountain communities. The Great American Outdoors Act authorizes a \$4.7 million dollar investment to reduce the backlog of deferred maintenance projects along the Continental Divide Trail.

#### ESSENTIAL DUTIES AND RESPONSIBILITIES

- Perform trail maintenance that involves physical labor such as clearing brush and fallen logs from trail corridors, maintaining various trail features with hand tools, carrying logs and rolling rocks.
- Use and maintain a variety of tools and equipment commonly used in trail duties.
- Use standard safety equipment and follow safety procedures.
- Work may involve living and working out of remote backcountry camps for up to 8 days at a time.
- Work collaboratively on a team.
- Speak passionately about CDTC's mission and vision.
- Engage in organizational priorities aligned with CDTC's mission and vision.



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### **QUALIFICATIONS, REQUIRED AND PREFERRED SKILLS**

#### **Education & Experience:**

**At least two (2) seasons of working on a trail crew or other closely related conservation work or a combination of education and experience.**

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.

#### **Job Requirements**

- Must be able to hike long distances at elevation and work in variable conditions while performing trail maintenance duties on the Continental Divide Trail.
- Experience working on a trail crew, performing trail maintenance and construction.
- Experience with hand tool use and maintenance of hand tools.
- The incumbent must be able to live cooperatively in camp with other crew members, practice minimum impact camping (Leave No Trace) and proper food storage for food preservation and protection from wildlife (e.g., bears, etc.), and maintain good camp hygiene.
- Familiarity with federal land management agency (USFS, NPS, and BLM) structure.
- Must be a self-starter with good judgment and initiative to work without close supervision.
- Strong organizational skills with attention to detail, while also being able to manage multiple projects with multiple deadlines, simultaneously.
- Effective written and oral communication skills.
- A valid driver's license and the ability to be insurable per CDTC requirements.
- Ability to give and receive direction and feedback
- Must be a team player and interested in working collaboratively across disciplines and willing to find innovative and creative solutions to the challenges facing the Continental Divide National Scenic Trail today and in the future.

#### **Preferred Skills**

- Experience with GPS, Field Maps or USFS systems such as Trail Assessment and Condition surveys.
- Experience using Zoom, Teams, and other virtual meeting software.
- Knowledge of the National Trails System and/or the Continental Divide National Scenic Trail.
- Familiarity with the culture of the Rocky Mountain West, particularly conservation issues, and the challenges facing rural communities.
- Wilderness First Aid and CPR



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### **SUPERVISION AND WORK ENVIRONMENT**

GAOA Trail Crew Members are supervised by the GAOA Trail Crew Leader. This position is 100% Field based. Travel is required, and will include overnights and weekends, including backcountry locations in New Mexico. 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 outdoors in adverse weather and/or at high elevation. Work may include travel in a rental or CDTC-owned vehicle. As such, the individual must have a valid driver's license. 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**

The pay is \$23/hour. CDTC provides a benefits package including \$450 a month towards a company-sponsored health insurance, \$50 a month cell phone reimbursement, paid federal holidays, 5 days of paid health/sick leave, as well as 40 hours of paid time off that will occur during the break between hitches (June 29 -July 7, 2026)

### **TO APPLY**

The application deadline is Sunday January 11, 2026. Submit applications at [cdtcoalition.org/about-us/employment/](http://cdtcoalition.org/about-us/employment/).

### **EEO 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 CDTC, please visit our website at [cdtcoalition.org](http://cdtcoalition.org).