



SUMMARY

The Outdoor Sport Institute (OSI) is seeking a CREW LEADER. This is an hourly paid position responsible for working as part of the Katahdin Area Trails Crew to complete trail construction and maintenance. Work includes hand tool use, equipment operation, evaluation of trail, tool, and equipment maintenance; and executing scopes of work. The CREW LEADER works with the OSI Director of Trail Development, OSI Regional Coordinator, KAT crew leaders, other KAT crew members, consultants and subcontractors, clients, and the public to help further KAT's overall mission.

EMPLOYMENT PERIOD

May 1st – October 31st 2023. Start and end dates are subject to change – time flexibility is preferred.

WORK WEEK

The base work schedule is 40 hours per week (includes a 30-minute unpaid lunch break). Schedule can vary depending on projects and locations, from 20-50 hours per week may be necessary for project completion.

LOCATION

The CREW LEADER position is based in the Katahdin Region and requires travel throughout the region.

COMPENSATION

The CREW LEADER position is paid an hourly rate starting at \$22 / hr with increases based on experience.

DUTIES AND RESPONSIBILITIES

- Coordinate project logistics with OSI Staff, KAT Crew Leaders, other crew members, and partners
- Lead a team of 2-6 KAT Crew Members.
- Compile daily and weekly project work logs, including production rates, and timesheets
- Provide OSI Director of Trail Development and Regional Coordinator with project status updates.
- Maintain good communication and professional working relationships with OSI staff, KAT crew, partners, and the general public
- Adhere to all OSI / KAT procedures and policies related to staff conduct, safety and project implementation
- Maintain KAT tools and equipment in good working condition; keep work sites organized and safe
- Assist with implementation of projects and creating positive relationships with partners.
- Construct trails and features per specifications and partners' expectations.



- Perform and inspect work for compliance with terms and specifications of contract.
- Work independently in a variety of situations including trail construction.
- Support other KAT staff in the completion of duties.

QUALIFICATIONS

- Experience leading crews in trail construction or maintenance.
- Experience with the construction and maintenance of trail facilities.
- Broad experience in trail recreation (hiking, trail running, mountain biking, ATV, snowmobile, etc.)
- Understanding of operation of mini-excavators, mini-skid loaders, and various mechanical and manual trail building tools
- Experience working in a team environment
- Mountain biking skills including the ability to ride beginner and intermediate trails.
- Experience working with land management agencies and other government entities.
- Strong communication (written and verbal) skills.
- Possess a valid state-issued drivers license.
- Ability to work outdoors for long hours performing manual labor and operating equipment
- Familiar with machine and tool preventative maintenance techniques
- Familiarity working with volunteer advocates
- Possess a strong attention to detail
- Ability to take written and verbal direction from KAT staff and partners to complete project goals
- Experience in best practices for field safety and a general understanding of Leave No Trace principles

PHYSICAL DEMANDS AND WORK ENVIRONMENT

- Frequently required to stand, sit, walk, crouch, climb, squat.
- Frequently required to walk on uneven or unstable surfaces.
- Frequently required to hike 1-5 miles a day.
- Frequently required to travel and work remotely.
- Frequently required to utilize hand and finger dexterity
- Occasionally required to hike 5-10 miles per day.
- Occasionally required to mountain bike trail ride 1-5 miles per day.
- Frequently required to climb, balance, bend, stoop, kneel or crawl.
- Continually required to talk or hear.
- Occasionally exposed to wet and/or humid conditions.
- Frequently work near moving mechanical parts.



- Occasionally work in high, precarious places.
- Frequently required to lift and carry 25lbs.
- Occasionally required to lift 50lbs repeatedly.
- Occasionally required to lift 100lbs.
- Occasionally work around fumes, airborne particles, or toxic chemicals.
- Continually exposed to outside weather conditions.
- Frequent exposure to extreme heat or cold.
- The majority of work occurs outdoors in remote locations.
- While performing the duties of this job, the noise level in the work environment is usually moderate, can be very loud when working on construction projects.
- Good hand-eye-foot coordination and sense of balance.
- Specific vision abilities required by this job include: Close vision; Distance vision; Color vision; Peripheral vision; Depth perception and ability to adjust focus
- Occasionally required to differentiate between orange, pink, and red marking flags.
- Specialized equipment, machines, or vehicles used: GPS units, Clinometer, Mountain Bike

TO APPLY

Request an application or submit a cover letter and resume by emailing employment@katahdinareatrails.org with the subject CREW LEADER.

ABOUT KATAHDIN AREA TRAILS & THE OUTDOOR SPORT INSTITUTE

Katahdin Area Trails (KAT) is a 501c3 nonprofit organization with a mission to grow exceptional non-motorized trail experiences and a vibrant, welcoming trails community in Maine's Katahdin Region. KAT works to create, enhance, and support trail systems of all kinds that –

- Support community connectivity
- Appeal to all ages and abilities
- Help residents engage in the outdoors year-round
- Promote the natural beauty of the region

The Outdoor Sport Institute (OSI) is a 501c3 nonprofit organization empowering people to build thriving, active outdoor communities. OSI provides training, technical assistance, and coordination to grow human-powered outdoor sport in communities. In the Katahdin Region OSI supports a collaborative network of partners that are working together to make human powered outdoor sports accessible, sustainable, and meaningful for residents and visitors alike. Through this effort OSI serves as a backbone entity, adding capacity where needed to develop key initiatives such as collaborative youth programs, gear lending, and trail development. To this end, in 2024 OSI will once again partner with Katahdin Area Trails (501c3) to grow and strengthen a regional trail crew.