



## **Overland Mountain Bike Association (OMBA)**

### **Job Title: OMBA Trail Stewardship Crew Member**

OMBA's vision is world-class mountain bike experiences throughout the Northern Front Range Region of CO & WY. OMBA's Trail Stewardship Crew will provide the tools-to-the-ground service to make this vision a reality. Do you want to join an amazing group and work in a fun, exciting, outdoor-environment? Do you love mountain biking? OMBA is creating a new seasonally full-time paid trail crew for 2024 to focus on several critical trail projects from May through October.

### **PRIMARY POSITION DUTIES AND GOALS**

Under the direction of the Trail Stewardship Crew Leader a Trail Crew Member performs trail maintenance and trail building tasks following current sustainability, construction and land agency standards. The Trail Crew Member is part of a 4-5 person crew assigned to various locations based on available grant funding and grant deliverable deadlines.

### **ESSENTIAL REQUIREMENTS**

#### **Physical Requirements:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals to perform the essential functions.

#### **Daily Physical Demands include:**

- Ability to stand for extended periods of time
- Use of hands to finger, handle or feel objects
- Reach with hands and arms
- Walk, climb, or balance and stoop
- Ability to lift and move objects up to 50 pounds
- Ability to converse and exchange accurate information while working in the field
- Vision ability requirements include the ability to inspect, identify, observe, and assess situational work environments both close up and at a distance and differentiate between orange, pink, and red marking flags.
- Endurance to conduct fieldwork in remote settings under strenuous conditions

### **Work Environment**

- Fast paced, physically demanding work environment
- Work with moving mechanical equipment as needed (i.e. tools, chainsaws, McLeods, pulaskis, pick mattocks, mini-excavators)
- Ability to work in an environment with unpredictable weather
- Ability to work in remote locations for extended periods of time

### **Volunteer and Event Support**

- Actively engages with volunteers during trail days and events to create a safe, positive, and memorable experience
- Participate in set-up and clean-up for assigned events and trail days
- Provide event support for assigned OMBA events

### **DESIRED SKILLS & EXPERIENCE**

- Contribute to a safe learning environment
- Effectively follow directions and ask questions for clarification
- Able to focus on tasks at hand without distraction
- Able to keep an eye out for potential risky, unsafe situations
- Desire to work as a team
- Willingness to address conflict or receive constructive feedback
- Live in a physically demanding and potentially remote environment
- Able to cope positively in a harsh climate or severe weather patterns
- Flexibility, adaptability, and capacity to work in a fluid, changing work environment
- Desire to learn and be a part of a dynamic community of peer leaders
- Must be adaptive, patient and able to maintain a positive perspective throughout
- Physically fit, able to work efficiently for long days, lift up to 50lbs, withstand adverse weather, and hike up to 5 miles with a 50 lb pack
- High school diploma or GED and valid drivers license
- Desire to work on a variety of conservation-based projects
- Background in hard driving, goal oriented, or accomplishment-focused positive mind-set
- Minimum of in-person or online first aid course and CPR (provided upon hiring)
- Experience working for a professional trail building crew or conservation corp
- Trail building experience and mountain bike oriented trail building experience
- Endurance sports, outdoor sports or work background - cross fit, mountain biking, trail running, hiking, backpacking, cross country skiing, climbing, mountaineering, hunting, construction, landscaping, surveying, excavation, farming, etc.
- College or Trade experience

The job responsibilities listed above are not an exhaustive list and OMBA may ask for additional tasks to be performed as part of routine employment.

## **COMPENSATION, TERMS & REQUIREMENTS**

- Starting pay rate: \$20-22 per hour
- Benefits: Uniform shirts, some PPE (including boots), all tools provided, on the job training & needed certs

**Position reports to:** OMBA Trail Stewardship Crew Leader

**Website:** [www.overlandmtb.org/jobs](http://www.overlandmtb.org/jobs)

**Contact Name:** Kenny Bearden

**Organization:** Overland Mountain Bike Association (OMBA)

**Address:** PO Box 1543 Fort Collins, CO 80522

**Job Title:** Trail Stewardship Crew Member

**Job time frame:** Seasonal, full-time (40 hrs/week); May to September, optional extension to end of October or beyond (weather dependent)

**Location of work:** Northern Front Range of Colorado & Wyoming land agencies within a 1.5-hour drive from Fort Collins

**Required:** Cover letter, resume and recommendations

**Submit to:** [info@overlandmtb.org](mailto:info@overlandmtb.org)

**Subject line:** OMBA Trail Stewardship Crew

**Application Deadline:** April 15, 2024

## **What to expect:**

In a Day-

- The Trail Stewardship Crew will oftentimes be camping in the work zone. The early morning work day begins often with a ~15 minutes Stand Up meeting with stretch exercises, education, safety talk and today's project plan. Trail maintenance includes possibly a brisk, long hike with up to 50 lbs, carrying in tools needed for the day's tasks and setting a goal and process for the morning and afternoon based on the scope of work and the project at hand.
- The team is working alongside each other typically with hand tools in a safe, thoughtful, and efficient way. The team may have a team walk-and-talk meeting at the site with their crew leader to define the work scope of the project at hand. There may be communication on technique, improving teamwork, collaborating on

project methods, needed changes, tool organization, design options and watching for safety concerns.

- Crew will perform cleaning and restoration of drains, corridor maintenance and clearing debris, building trail tread, finishing work behind machines, and installing signage. Work will involve heavy lifting, digging, sawing, chopping, carrying, brush cutting, and operation of or around power equipment in the construction and maintenance of natural surface trails. Technical trailwork like carpentry, rockwork, installing bridges, stone walls and stairs, berms, rolling grade dips, and other natural and fabricated features.
- Crew may work with or alongside heavy equipment, trailers, vehicles, gas powered and electric tools, and chainsaws or grip hoists/come-alongs.
- Not only can the project process change throughout the day, weather conditions can change rapidly from cold to hot, sunny to wet and require good preparations with personal gear, food, and water.
- Teams may break up to maximize efficiency.
- There will be no smoking, alcohol, or drugs on the work or campsites.
- The team may work in isolated or exposed areas, crowded trails open to public use, with volunteers, with land agencies, or alongside heavy equipment.
- Teams will always have and use Personal Protection Equipment (PPE) as determined by agency or OMBA requirements
- The team will work with their Crew Leader to decide when it is best to take a 15 minute break morning and afternoon, when to take their ½ hour lunch and when to end the day. The team will decide on if, how and where to store which tools and equipment on site.
- Maintain tools and equipment in accordance with established procedures
- Music personal or group may be based on the situational awareness and Crew Leaders desire for the project.
- Talking while working will be encouraged as long as work is efficiently progressing.
- The Crew Leader will be monitoring safety and quality control, and will be open to constructive ideas, actively listen to the crew or individuals, encourage leadership of appropriate projects, drive the pace, cheer progress, make final decisions as needed , maximize efficiency and educate the Trail Crew.

- Personal Mountain Bikes may be used to test trail design, access the site or transport equipment. Not a requirement for the job.

#### In a Week-

- The Trail Stewardship Crew will have a set goal in mind for their mission and work 4 full 10 hour days for the week.
- Weather is rarely a deterrent and oftentimes the team will work strategically through changing weather patterns. The Crew Leader will discuss with the team if work conditions seem impossible or inefficient due to weather and determine when and how to make up lost time.
- The team will often hike many miles in a week, carrying loads on uneven terrain and be required to hike off trail in rough, often steep environmental conditions.
- Transport to and from the job site trailhead or meeting place is on each member's own, including if carpool arrangements are made.
- Personal camping equipment in a group setting is to be expected at times, and extreme care will be taken to keep hands sanitized, camp area tidy, camp zone free of open food and obey camp area rules. Trail Crew will have a camp Method of Operation they will set together and strictly adhere to. Camp will be left at end of hitch following the Leave No Trace methods and guidelines.
- Evening meals are determined by each crew member or will be coordinated within the crew.
- Specific accomplishments and goals achieved will be recorded daily by the Crew Leader.

#### In a Summer-

- Trail Stewardship Crews will work hitches based on land manager needs. Hitches could change weekly or last an entire summer
- OMBA staff will visit periodically to help, encourage, communicate and instruct.
- Land managers will visit to verify progress and provide feedback
- Crew Leader will guide schedule with Trail Crew input

## Personal Protection Equipment Required (PPE)

- Backpack (30L or more) provided
- Work gloves one pair provided
- Sunshirt and/or t-shirt uniform provided
- Ball cap and buff provided
- Ear plugs provided
- Work Boots - hiking boots with some sort of toe protection advised (1 pair is reimbursable up to \$200)
- Durable, breathable long pants (no shorts except in camp)
- Rain gear - jacket with hood and rain pants recommended
- Eye protection (sun/safety)
- Sunscreen/protection
- Toilet paper/hand sanitizer
- Cold weather layers
- 3 quarts of water minimum and snacks
- Personal med kit