TRAIL MIX, INC.

Bringing people together for Juneau's trails

5723 Concrete Way, Juneau, Alaska 99801
(907) 790-6406
info@trailmixinc.org
www.trailmixinc.org

Trail Crew Leader

Compensation: $28.00-$30.00/hour DOE
Location: Juneau, Alaska
Season: May 3, 2027 - September 30, 2027 (Season may go longer depending on projects)

- Crew leaders must be available for the entire duration of the field season

Hours of Work: 4 x 10/hr days (Mon - Thurs, 7:00 a.m. - 5 p.m.)
Hiring Schedule: Applications will be reviewed and interviews conducted on a rolling basis until all positions are filled.
Housing: limited housing available upon request

We are seeking Trail Crew Leads to implement our trail construction and maintenance projects. This is an engaging yet challenging position based in Juneau, Alaska and the Tongass National Forest. We are responsible for maintaining Juneau's world famous trail system, consisting of over 250 miles of trail. Trail Mix, Inc. coordinates projects with various land managers including the City and Borough of Juneau, US Forest Service, and Alaska State Parks.

Position Summary

The Trail Crew Leader is responsible for the day-to-day supervision, safety, and productivity of a field crew constructing and maintaining trails and trail structures. The Crew Leader translates project plans and agency specifications into daily work assignments, teaches hand-tool and construction skills to crew members, models a strong safety culture, and delivers finished work that meets Trail Mix and partner-agency standards.

Trail Crew Leaders are expected to ensure that the crew is using sound trail building techniques, practice appropriate safety procedures in all tasks assigned, and use, maintain and repair hand and power tools as necessary.

A Crew Leader is expected to supervise their crews in all aspects of field operations and assist the Coordinator with project management. Responsibilities include tracking attendance and crew member readiness to work (proper clothing and kit), ensuring proper safety protocols are followed, maintaining an inclusive work environment, addressing any technical issues that may arise on trail and uphold a high standard of work that complies with accepted trail building standards.

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Crew Leads also appropriately address any interpersonal or trail-building issues as they arise, which may include seeking additional support from the Trail Coordinator. Additionally, Crew Leads are responsible for the day-to-day management of the project, setting and maintaining a high standard of trail work for the crew, and promoting positivity and actively motivating their crew every day.

Crews work mostly in frontcountry settings, this means crews start and end each day at the shop. Projects are occasionally located in more remote areas where camping is required. Trail Mix provides a per diem stipend for projects that require overnight camping. Schedules may vary but generally are Monday through Thursday from 7:00am to 5:00pm. Depending on project work and location, other schedule variations may be implemented. While the staff at Trail Mix work to provide consistency throughout the season, personal flexibility is expected and should be prepared for when entering the term as schedules, times, and work locations are subject to change per project needs.

Qualifications

Required

- Two or more seasons of trail construction and maintenance experience, including hand-tool tread work, drainage, and structure or rock work.
- At least one season in a crew leader, assistant leader, or comparable supervisory role, or demonstrated equivalent leadership experience.
- Must be eligible to work in the United States
- Valid driver's license and ability to drive a full-size truck with a trailer.
- Current Wilderness First Aid (WFA) and CPR certification, or ability to obtain before the season start date.
- Ability to work and lead effectively in sustained rain, wind, heat, and cold, and in remote settings with limited communication.
- Sound judgment, self-direction, and the ability to make safety decisions independently in the field.
- Clear written and verbal communication skills; ability to keep accurate daily records.

Preferred

- Be available for the full term of the position – April 20 - October 1, 2025, willing to negotiate

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- Experience working with heavy equipment
- Experience with rigging systems
- Experience driving a truck with a trailer
- Leadership experience in a backcountry or remote workplace setting is preferred.

Position Expectations

- Compile detailed project reports at the conclusion of each project
- Facilitate problem solving to overcome challenges as a team.
- Contribute to a welcoming and inclusive environment for all crew members.
- Effectively communicate ideas and concerns as they arise directly to your fellow crew members.
- Perceive and comprehend significant and apparent hazards to maintain a safe work site.
- Respond appropriately to potentially stressful and difficult circumstances in the field.
- Learn and practice 'Leave No Trace' techniques.
- Identify project challenges and pro-actively prescribe solutions
- Record weekly project updates succinctly and accurately
- Submit receipts in a timely manner
- High level of self motivation and discipline
- History of safe working practices
- Capacity to take direction and constructive criticism
- Ability to communicate effectively with crew members and supervisors
- Desire to contribute to a shared community environment
- Capacity to act as a respectful, professional representative of Trail Mix Inc. to clients and partners
- Photograph worksites before, during and after work to document on-the-ground work accomplishments and share these images/video with our engagement coordinator
- Expected to bring their own outdoor hiking/work apparel including closed toed boots, pants, long sleeve shirt, and >40 Liter backpack. (PPE is provided)

Benefits

- Housing available $700 month w/ utilities included
- Paid Time Off 20:1 = 1 hour PTO for every 20 hours worked
- Paid holidays that fall on workdays
- $200 gear stipend
- Trail Mix swag and rain gear
- Discounts at local shops: Foggy Mountain and Nugget Alaskan Outfitters (NAO)
- Access to pro deals on outdoor gear and equipment

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- Crew members working with the USFS can accrue hours for GS-level positions
- Opportunity to work and explore beautiful Southeast Alaska
- 3-day weekends

Equipment and Gear List

Hiring

Trail Mix is an equal opportunity employer and maintains a work environment free from discrimination and where employees are treated with dignity and respect. All applicants will be considered for employment without attention to race, color, national origin, religion, mental or physical disability, medical condition, gender, age, marital status, military or veteran status, citizenship, or other characteristics protected by state or federal law or local ordinance.

To Apply

Applicants should fill out the application on the website.
https://trailmixinc.org/employment/
Please feel free to contact the Trail Project Coordinators with any questions
mark@trailmixinc.org or nick@trailmixinc.org