

## Assistant Crew Leader (ACL) Position Description

Love working outside? Want to gain hands-on experience in the trail conservation & outdoor recreation fields?  
Want to take on the challenge of leading a crew working, traveling, and camping in a small tight-knit group?  
JOIN NOW! Help lead our efforts to improve Connecticut's 825-mile Blue-Blazed Hiking Trail System!

### Duties and Responsibilities

- Camp and work in remote regions of Connecticut on multi-day spikes to undertake trail improvement projects in state forests or parks, or on municipal and/or private conservation lands.
- Live cooperatively with other members during spikes and be willing to perform joint living tasks, such as cooking, cleaning, and camp chores after work hours.
- Build new trails, rehabilitate existing trails, and complete other conservation projects.
- Build timber bridges, crib steps, boardwalks, bog bridging, etc.
- Construct rock staircases, retaining walls, stepping stones, etc.
- Help maintain trail tools, vehicles and equipment for safe use.
- Work with a variety of volunteers including established chainsaw and rockwork crews, public volunteer groups, private volunteer groups, and CFPA Trail Managers.
- Capture and upload digital photos of project progress, camp life and volunteer engagement.
- Assist the Crew Leader with team building, crew coordination and project logistics.
- Lead and/or plan weekly crew Spike Experiential Education & Development "SEED" sessions.
- Lead meal planning and camp chore scheduling.
- Positively represent CFPA in all interactions.
- Perform additional duties as needed.
- Follow all CDC and State-mandated Covid-19 guidelines and protocols.

### Benefits

- Gain vital skills and experience for a career in outdoor recreation, conservation, or land management.
- Work in beautiful natural areas in Connecticut and develop a greater appreciation for their importance.
- Work closely with trail, land management and non-profit professionals.
- Optional educational workshops in land conservation and environmental education available.
- Exposure to local conservationists and organizations.
- Learn tool use and safety, sustainable trail design, bridge building, rough carpentry, backcountry living, Leave-No-Trace, and leadership skills.
- Personal Protective Equipment (PPE), uniforms, gear, and camping equipment provided.
- Assistance with independent study or internship credit possible.
- Two-day Game of Logging chainsaw training.
- Opportunity to earn Wilderness First Aid (*offered before official start date*) and Leave-No-Trace Trainer certifications.

## Schedule

Summer Only: May 30 - August 11

Summer and Fall: May 30 - October 28 (No scheduled work August 14 - August 18)

- Weekly work schedules can vary. Crews may work either 4- 10 hour days or 8- 10 hour days depending on project logistics. A project calendar will be provided to Assistant Leaders at the beginning of the season.
- All weeks will likely require spike camping in the field for the duration of the project.
- This is a team-based position. Assistant Leaders should plan to spend all scheduled work days with their crew. Arranging a day off is logistically difficult.

## Preferred Job Skills, Abilities, and Experience

The most important qualifications for the ACL are a positive attitude, an interest in leadership and team building, an eagerness to learn and a willingness to work hard. Additional preferred skills include:

- Ability to work in a small, cohesive team.
- Experience leading groups or teams.
- Appreciation for the natural world, conservation & outdoor recreation.
- Familiarity and/or desire to learn how to operate hand and power tools to perform trail work.
- Desire to learn the natural & cultural history of Connecticut & how trails help protect these resources.
- Overnight camping experience is preferred but not necessary.
- Desire and ability to work outdoors and willingness to perform strenuous physical activity such as frequent bending, lifting, and carrying of heavy objects.
- Willingness to work in extreme hot or cold weather, as well as being exposed to environmental factors like sun, insects, rain, etc.
- Ability to hike up to five miles daily and perform work in sometimes steep and uneven terrain.
- Ability to lift and/or carry tools and construction materials weighing up to 40 pounds.

## Compensation

The ACL will be paid \$620/week, with a 40 hour week, less applicable taxes and other required withholdings. Payment will be issued bi-weekly. Position includes a \$10 per day food stipend while camping, that is added to the crew food budget. The crew will travel in organization vehicles, however if personal vehicles need to be driven, mileage will be reimbursed at the current State of CT mileage reimbursement rate.

## Eligibility/ Application Requirements

This position is open to 18-25+ year olds. Application deadline is April 14, but we will review applications and schedule interviews on a rolling basis. A Zoom interview will be required.

An [Online Application](#) is REQUIRED for this position. If you have any questions, please email Alex Bradley, Trails Program Field Coordinator, at [abradley@ctwoodlands.org](mailto:abradley@ctwoodlands.org). No phone calls please.

*CFPA is committed to a policy of equal opportunity/ affirmative action for all qualified persons. CFPA does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/ or federal nondiscrimination laws.*