



Berkshire Natural Resources Council

Job Posting: Trail Crew

February 2024

Berkshire Natural Resources Council (BNRC) is a nonprofit conservation organization in western Massachusetts that cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization. As a land trust, BNRC conserves land, protects wildlife and habitat, preserves local farms, and provides free access to the Berkshire outdoors for everyone, at over 55 nature reserves across the region. Since 1967, BNRC has helped conserve more than 100,000 acres of forest, fields, wetlands, and farmlands, and now holds over 23,000 acres of land and conservation restrictions and manages over 60 miles of trails.

Berkshire Natural Resources Council (El Consejo de Recursos Naturales de Berkshire) es una organización sin ánimo de lucro que conserva el terreno, protege la vida silvestre y el hábitat, preserva las granjas locales y contribuye a mantener los exteriores de Berkshire libres y accesibles para todos. El BNRC está contratando personal. Aunque el trabajo que se describe a continuación se inicia completamente o casi completamente en inglés, el BNRC agradece el interés de los candidatos bilingües que puedan ayudar a la organización a ser más inclusiva en su trabajo.

Position Description.

BNRC's Stewardship Department is seeking applicants to join its **Trail Crew** for the 2024 season. This is a full-time, seasonal position involving the construction of new hiking trails and the maintenance of BNRC's trail network. BNRC is seeking applicants for two terms: a core season from May 28th through August 16th, and an extended season from May 6th through November 8th. Some start and end date flexibility is possible.

Specific responsibilities include:

- Constructing and repairing hiking trails
- Clearing trail corridors of brush and fallen trees
- Mowing and weed whacking field trails and trailheads
- Installing trail and trailhead infrastructure including benches, kiosks, and signs
- Assessing trail maintenance needs and making repairs
- Conducting annual monitoring visits on BNRC reserves
- Safely and efficiently using and maintaining a variety of hand tools, power tools, and power equipment
- Interacting with the public while on trail
- Other land stewardship tasks as needed

This is an opportunity to hike and work in some of the most beautiful areas of the Berkshires and engage in high quality trail projects across BNRC's 60-mile trail system. This position is hands-on, and projects can be physically demanding.

It is important that our Trail Crew members show a commitment to quality work, a positive attitude, and professional demeanor. We seek candidates who want to work outdoors and are interested in learning about trail building and management practices, as well as conservation stewardship. This work is often collaborative, but crew members should expect to work independently on occasion.

Qualifications.

The successful candidate may not fulfill every aspect of a job description. If you have some, and/or demonstrably related experience, and believe that you can bring talent and passion to this role, please feel encouraged to apply.

- Candidate will have a willingness to learn, a strong work ethic, and an open mind.
- Training on specific trail construction tools, techniques, and best practices are provided by BNRC; the applicant will be an active participant in training and seek to develop skills throughout the season.
- Willing to follow basic dress code requirements (long pants, work/hiking boots)
- Must have reliable transportation to BNRC office (on a public bus route)
- Ability to work unsupervised
- Willingness to work outside in all weather conditions
- Ability to hike for 5 miles over rough terrain

Compensation: Trail crew members have a starting wage of \$17.50/hour

Benefits:

Three Month Term	Six Month Term
<ul style="list-style-type: none">• One paid personal day per month• Paid holidays (Juneteenth, Independence Day)• Travel mileage reimbursement• \$100 reimbursable allowance for personal work gear (backpack, work boots, rain jacket, etc.)	<ul style="list-style-type: none">• 40 hours of paid sick time• Apx. 60 hours of vacation time• 4 paid state holidays• Travel mileage reimbursement• 401(k) and employer match after first six months (applicable to returning crew members)• Option to enroll in group medical and dental coverage• \$150 reimbursable allowance for personal work gear (backpack, work boots, rain jacket, etc.)

Start date: The 6-month season starts on May 6th, and the core season starts on May 28th. We are seeking applications currently and resumes will be reviewed on a rolling basis until openings are filled.

To apply: Email your resume to jobs@bnrc.org with **“Trail Crew”** in the subject line and tell us why you’re a great fit for this role.

BNRC is an equal opportunity employer.

BNRC does not discriminate on the basis of race, creed, color, ancestry, religion, national origin, sex, sexual orientation, gender identification and expression, age, physical or mental disability, marital status, genetic information, veteran status, being a member of the Reserves or National Guard, status as disabled or Vietnam Era veteran or status in any group protected against discrimination by federal, state, or local law.

We welcome applications from BIPOC, LGBTQ+, women, and veterans. BNRC is actively engaged in ensuring its properties are welcoming to all, and in increasing diversity, equity, and inclusion in all aspects of its work.

Though the job described above will begin entirely or almost entirely in English, BNRC welcomes interest from bilingual candidates who can support the organization in being more inclusive in its work.