



Berkshire Natural Resources Council

Job Posting: Trail Crew

February 2026

About BNRC

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 and provides free access to the Berkshire outdoors at nature reserves across the region. Since 1967, BNRC has helped conserve more than 100,000 acres and now holds over 27,000 acres of land and conservation restrictions and manages over 63 miles of trails.

Berkshire Natural Resources Council (BNRC) es una organización conservacionista sin ánimo de lucro del oeste de Massachusetts que cuida de las tierras ancestrales de la Banda Stockbridge-Munsee de Mohicanos, que fueron desplazados a la fuerza de la región por la colonización europea. Como fideicomiso de tierras, el BNRC conserva tierras y proporciona acceso gratuito a los espacios naturales de Berkshire en reservas naturales de toda la región. Desde 1967, el BNRC ha ayudado a conservar más de 100.000 acres y ahora posee más de 26.000 acres de tierra y restricciones de conservación y gestiona más de 60 millas de senderos. Aunque el trabajo que se describe a continuación se destaca completamente o casi completamente en inglés, 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 2026 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 a 6-month season from May 5th through November 7th. Some start and end date flexibility is possible. BNRC will offer all necessary training on trail construction and maintenance techniques. The Trail Crew will be supervised by the Assistant Director of Stewardship and the Trails Coordinator.

Specific tasks include:

- Participate in training on trail construction techniques
- Safely and efficiently use a variety of hand tools, power tools, rigging equipment, and power equipment to build and repair hiking trails
- Clear trails of brush and fallen trees using loppers and handsaws
- Mow and string-trim field trails and trailheads
- Install trail and trailhead infrastructure including benches, kiosks, and signs
- Assess trail maintenance needs and make repairs
- Conduct annual monitoring visits on BNRC reserves
- Interact with the public while on the trail
- Assist with volunteer workdays maintaining and constructing trails
- 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 are 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. **A commitment to a welcoming, inclusive, and supportive workplace is essential to success on our team.**

Qualifications

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

- Successful candidates will have a willingness to learn, a strong work ethic, and an open mind
- Willing to contribute to a welcoming, inclusive, and supportive work environment
- BNRC will provide training on trail construction techniques, tools, maintenance, and safety
- Ability to safely lift, carry, and operate a chainsaw and other hand tools (training and certification provided by BNRC)
- Training in First aid/ CPR, and Diversity, Equity, and Inclusion are provided by BNRC- the applicant will be an active participant in training and seek to develop skills throughout the season
- Willing to dress appropriately and professionally for the job (long pants, work/hiking boots)
- Must have reliable transportation to BNRC office
- Ability to work unsupervised
- Ability to work outdoors in variable weather conditions and under physically demanding circumstances
- Ability to hike several miles in a day on uneven terrain while carrying tools or equipment

Compensation:

Benefits:

- Starting wage of \$20.00/hour.
- 40 hours of paid sick time
- Vacation time (Accrual follows same schedule as permanent employees)
- 5 paid state holidays
- Travel mileage reimbursement
- 401(k) and employer match after first six months (employer match will follow the same policy as for full-time employees)
- 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 Trail season runs from May 5th to November 7th. Interviews will be scheduled starting February 16th.

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. Candidates selected for an interview will be asked to provide one personal or professional reference.

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.

BNRC welcomes interest from bilingual candidates who can support the organization in being more inclusive in its work.

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.