



Colorado Fourteeners Initiative
A Partnership for Preservation

2025 Seasonal Position Announcement

NOMADS CREW APPRENTICESHIP

on BACKCOUNTRY TRAIL CREW - { \$17.00/hr }

The Colorado Fourteeners Initiative (CFI) is a nonprofit organization working to protect and preserve the natural integrity of Colorado's 14,000-foot peaks through active stewardship and public education. www.14ers.org



CFI seeks to hire a **Kimberly Appelson Memorial Nomads Crew Apprenticeship** to assist with leading CFI's Adopt-a-Peak volunteer groups on trail maintenance and restoration projects on Colorado's 14,000-foot peaks. This trail work apprenticeship is an excellent opportunity to gain experience in outdoor group leadership skills, trail maintenance, and alpine restoration. The apprentice is essentially the fourth crew member on each of the Nomads crews. The position is named after Kimberly Appelson who was born and raised in the suburban Chicago area and vacationed frequently as a child throughout the western United States and Canada on family hiking and skiing trips. Following graduation from the University of Iowa in May 2009, the lure of the western mountains drew Kimberly back to spend six months repairing and maintaining Forest Service trails in central Montana as part of a Montana Conservation Corps crew. Later that year Kimberly moved to Breckenridge to wait tables and improve her skiing in hopes of becoming a ski patroller. When the snow melted, she worked as a whitewater rafting guide on the Arkansas River,

spending her free time climbing the nearby Sawatch Range Fourteener peaks. She aspired to one day summit all 54 Colorado Fourteeners. However, on July 11, 2010, Kimberly perished in a rafting accident near Frog Rock while rafting the Arkansas River with friends. She was 23.

POSITION INFORMATION

CFI's Nomads crews work with volunteer groups throughout the course of the season on a wide variety of trail projects. This position is a fantastic opportunity to get out and see many different parts of Colorado's mountains as it will take you all over the state! Volunteer groups vary from working professionals to high school students to outdoor club members. The Nomads crews consist of two separate four-person crews. One Crew Leader, two crew members and one apprentice make up each crew. **The Nomads crews will spend about 70% of their days in the field with volunteer groups and 30% without volunteers and working with just their CFI crew.**

Under the mentorship of each crew, the apprentice will receive training in leading volunteers in an outdoor/backcountry setting, trail maintenance, and alpine re-vegetation/restoration techniques. Apprentices will camp during all work hitches (sometimes front-country, sometimes backcountry). The work is physically demanding and is performed at high altitude in a backcountry environment. This position begins in late May and runs through late September and is based out of Twin Lakes, CO. For more information on the Nomads crews, visit <http://www.14ers.org>

The Kimberly Appelson Memorial Nomads Crew Apprenticeship is designed as an entry level position with CFI. It's for those who graduated from a related field of study, and/or have only minimal related work experience, and/or have an interest working in the conservation field but don't yet have any experience. Relevant programs of study include natural resources, outdoor education/leadership, ecology, botany, environmental science, environmental studies, forestry, etc.

ROLES AND RESPONSIBILITIES

- **The Appelson Memorial Apprentice will work primarily on two types of projects:**
 1. Primary responsibility: Coordinate with the Crew Leader to assist with leading volunteer projects on trail maintenance and alpine restoration projects throughout the Colorado Rockies.
 2. Secondary responsibility: Working as a member of a 4-person trail crew to carry out high-priority, high-elevation trail maintenance projects when not working with volunteer groups.
- **Project site responsibilities** with volunteer groups include:
 1. Train, supervise, and engage volunteers in project tasks
 2. Oversee safety and project site goals
 3. Carry out education/outreach responsibilities, including educating volunteers and hikers on Leave-No-Trace and alpine ecology
- **Assist with day-to-day operations** of Nomads crew and trail maintenance projects, including logistical planning (travel planning, tool preparation), health and safety, interaction with the public, and tool/equipment maintenance
- **Present a positive, motivating attitude** for volunteer groups
- **Work as a positive, pro-active member** of your Nomads crew
- **Other tasks as assigned**

WAGES AND BENEFITS

\$17.00/hour.

Benefits Include:

- \$30/day per diem for field days
- Up to \$400 Gear Allowance
- Up to \$350 Medical Training Reimbursement
- Local Gym Membership with access to fitness classes
- Performance-based end of season bonus
- 401k with company match upon start of third season
- Sweet CFI Uniform/Swag
- Pro Deals on outdoor gear and equipment

CFI leases a 5-acre property located on Twin Lakes from the USFS. This property has two rustic off-grid yurts (no electricity, no running water) with porta-potties. Staff working on this project are welcome to stay here on their time off.

DESIRED QUALIFICATIONS

*Applicants are *not* expected to be skilled in trail work or have extensive outdoor leadership experience

Applicants should have:

- **Good physical fitness and ability to exert oneself at 13,000 + feet in elevation.**
- Positive and professional attitude
- Desire to learn and practice effective group leadership and motivation skills

- Strong interpersonal and communication skills in a group setting
- Ability to hike and work physically for 10 hours/day at altitude
- Passion for the outdoors and a strong conservation ethic
- Proficiency in outdoor skills (i.e. backpacking, camping, hiking)
- Willingness and ability to live and perform strenuous work at high altitude for multiple consecutive days
- Attention to detail
- Some education or background in a related field
- Some education or background in outdoor leadership and/or environmental education

ALL APPLICANTS MUST HAVE:

- Current valid driver's license and good driving record
- Current certification in either Wilderness First Aid (WFA) or Wilderness First Responder (WFR), or have obtained these by the first date of employment
- Current CPR certification
- Personal outdoor camping/backpacking/hiking equipment
- Availability for the full term of the position – May 19th - September 28th, 2025

WORK SCHEDULE

Work schedule is 8 days on, 6 days off Tuesday through Tuesday

HOW TO APPLY

Positions available until filled. We will begin reviewing applicants in early November. Preference will be given to applications received by **Tuesday December 31st, 2024 (though the sooner you submit your application the better).**

To apply, you will need to submit 1) CFI online application, 2) one-page cover letter, and 3) your resume as follows:

- Fill out and submit an online **Application for Seasonal Employment** (link available on our website at www.14ers.org)
- Included in the online application will be instructions for how to submit your cover letter and resume to CFI. (NOTE: Cover letter and resume MUST be in MS Word or PDF format.)

If you have trouble with the online application form, submitting your materials in PDF or MS Word format, or submitting your cover letter and resume electronically, contact hire@14ers.org.

Finalists will be required to complete a thorough background check, and a driving background check.

All questions pertaining to these positions can be directed to hire@14ers.org. (Please, no phone inquiries). For additional information about CFI, please visit our website at www.14ers.org.

The Colorado Fourteeners Initiative is an equal opportunity employer.

**Colorado Fourteeners Initiative
1226 Cole Blvd. Ste. 130
Lakewood, Colorado 80401 USA**