



Colorado Fourteeners Initiative
A Partnership for Preservation

2025 Seasonal Position Announcement

NOMADS CREW LEADER POSITION

on BACKCOUNTRY TRAIL CREW - **{*\$25.00 to \$29.00/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

Come work on Colorado's highest peaks! CFI seeks to hire two volunteer project leadership positions to implement CFI's trail maintenance and alpine restoration projects on Colorado's 14,000-foot peaks. This is an engaging, yet challenging position based out of Colorado's rugged backcountry. This position requires a strong trail work skillset; conservation ethic, excellent leadership, logistical, and team skills; experience leading and managing volunteers; and a desire to work in a challenging yet beautiful backcountry setting. Come and join CFI this summer!

Nomads Trail Crew Leader: Crew Leaders are responsible for the project planning and logistics, project prep and implementation, and providing education, training, and supervision to crew members and volunteers. When not leading volunteer groups, Nomads crews will work on trail maintenance projects as part of a four-person crew. **Roughly 70% of the total field days throughout the season will be spent with volunteers and 30% without and working with just the CFI crew only.** Each Nomads crew will work on 5 different peaks all over Colorado throughout the season. Crew Leaders are expected to work together with their Crew Members to implement volunteer trail maintenance projects. The Nomads crews will camp during all work hitches (sometimes front country (car) camping and sometimes backcountry camping (backpacking)). For more information on the Nomads Crews, visit <http://www.14ers.org> This position begins in late May and runs through late September and is based out of Twin Lakes, CO.

WAGES AND BENEFITS

Crew Leader positions range from: ***\$25.00 to \$29.00/hr.***

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.

POSITION DUTIES

- Implement trail construction and maintenance projects at high altitude (11-14,000+ feet), including:
 - Extensive rock work including rock steps and walls
 - Restoration including alpine tundra stabilization and re-vegetation
 - Serve as the on-mountain expert on technical trail construction or restoration/re-vegetation work and ensure that project work is being constructed to established quality standards and timelines
 - Set regular project goals/priorities
 - Provide/facilitate solutions for working through problem areas
- Coordinate with CFI field staff management team to implement CFI's project goals.
- Report on progress of field projects to supervisors regularly
- Project planning and management: Determine human resources and equipment/materials needed to accomplish projects; set regular project completion goals; oversee project logistics (travel planning, tool preparation, food re-stocks, lining out project work sections); materials planning; health and safety; and interaction with the public
- Work projects require hiking up to 10 miles per day at altitude, carrying heavy hand tools, extensive heavy stonework, and working and contributing as part of a team
- Lead and train CFI staff and/or volunteers in project tasks/techniques
- Ensure project safety and quality
- Identify project challenges and pro-actively prescribe solutions
- Foster a positive, open, engaging, and motivating experience for volunteers
- Educate self, volunteers, and/or youth corps in alpine ecology and Leave No Trace principles
- Education/outreach tasks may include:
 - Educate volunteers and/or hikers on Leave No Trace and alpine ecology topics
 - Contact hikers/climbers on-mountain and present information about Leave No Trace and CFI
- Base camp duties, meal prep, tool/equipment maintenance, public interaction
- Continually enhance expertise in alpine trail restoration/construction techniques, crew management, and leadership
- Photograph worksites *before, during, and after* work is performed for documentation
- Complete daily work journals that record accomplishments neatly and accurately
- Compile detailed project reports at the conclusion of each hitch
- Submit ALL receipts to the CFI Controller in a timely manner
- Other tasks assigned as needed

DESIRED QUALIFICATIONS

Technical/Physical

- ***Good physical fitness and ability to exert oneself at 12,000 + feet in elevation.***

- Trail building/maintenance experience in a supervisory role (or trail experience plus other project and people management experience) 3+ seasons of trail work experience preferred.
- Strong rock work experience (stairs, retaining walls, check dams, etc.) as pertaining to trails
- Proficiency in travelling (hiking and navigating) and living in mountain backcountry environments
- Willingness and ability to live and perform strenuous work at high altitude for multiple consecutive days

Leadership

- Outdoor leadership experience (or other leadership background).
- Positive, professional attitude
- A strong passion for and experience in leading volunteers and/or young adults in outdoor based conservation activities
- Excellent communication, motivational, and interpersonal skills applicable to a group outdoor setting

Management/logistical

- Excellent organization, planning, and logistical skills
- Ability to manage multiple tasks and delegate as necessary
- Ability to pro-actively solve problems, work independently, and be creative and resourceful
- Passion about the outdoors and a strong conservation ethic
- Strong written and verbal communication skills
- Attention to detail

Other desirable qualifications include:

- Education or background in Natural Resource Management, Forestry, Ecology, Botany, or related field
- Experience working for or with the US Forest Service
- Environmental education experience
- Ecological restoration experience
- Familiarity with the alpine environment and ecology
- Experience assessing trail conditions on site and developing work plans to address resource damage issues
- Digital photography/multimedia skills including photographing project accomplishments and field activities

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
- A personal vehicle to get to duty station at the beginning of each hitch
- 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 & Internships** (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 [hiring@14ers.org](mailto: hiring@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 [hiring@14ers.org](mailto: hiring@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
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