



Position Title: Trail Crew Member

About Kingdom Trail Association

Kingdom Trail Association (KTA) is a nonprofit trail organization based in the Northeast Kingdom of Vermont that provides recreation and education opportunities for residents and visitors while working to conserve natural resources and create economic stimulation. KTA delivers its mission by partnering with landowners, local businesses, government agencies, and other non-profit organizations to develop and manage inclusive outdoor recreation opportunities in a non-motorized trail network accessible to people of all abilities and identities through membership.

Job Summary

The job duration is May 1 - October 31, with some flexibility. The Trail Crew works in a team of 3-5 members, clearing and maintaining trail corridors and constructing new trails. The crew works to improve drainage and erosion control across the network. We strive for sustainable trails and emphasize natural resource protection for our trails and the private lands on which our trail network depends. Kingdom Trail Association takes pride in maintaining the trail network and caring for the people and the tools that help make Kingdom Trails a world-class destination.

Core Job Responsibilities

- Maintain a high-quality work standard committed to KTA's mission
- Maintain and foster positive working relations in the local and regional community
- Maintain the KTA standard for quality trail construction, maintenance, and stewardship
- Ensure winter trails are groomed regularly when applicable
- Ensure that all KTA projects meet or exceed KTA Trails Advisory Committee standards
- Assist in adequately caring for and using facilities, tools, supplies, vehicles, and equipment
- Supplemental duties/responsibilities to support other KTA operations/functions/events as needed

Skills

- Interest in multi-use/non-motorized recreational trails, particularly mountain biking
- Proven manual labor experience: landscaping, trail maintenance, construction, or similar
- Experience using trail-building tools and equipment: hand tools, power equipment, utility vehicles
- Organizational skills, including the ability to manage multiple tasks
- Ability to work well as a crucial team member in adverse weather and terrain. Capacity to adjust to change. This position is performed 90% outside.
- A bachelor's degree or equivalent experience in recreation, resource management, environmental studies, or a related field is valued.

Physical Requirements

- Ability to conduct strenuous field work and lift and carry up to 50 pounds on uneven terrain
- Constantly able to reach, stretch, climb, balance, crouch, and stoop
- Ability to withstand a variety of outdoor weather and environmental conditions

Benefits

- Opportunity for specialized training and professional development
- Supportive and respectful work environment, encouragement of outdoor recreation
- Free Individual Annual KT Membership
- KT gear allowance, merchandise discounts, and discounts at select local retailers
- 40-hour work week, Hourly rate of \$14-\$24 based on experience and skills

Core Values

- We welcome all who visit and live in our region
- We prioritize access and inclusion
- We use our trails with gratitude and respect
- We communicate with honesty and transparency
- We invite respectful and diverse opinions
- We steward smart growth in collaboration with our landowners and other stakeholders.
- We embrace outdoor recreation, health, and safety as a shared responsibility.
- We grow wisely by listening, learning, and evolving.

To be considered for this position, submit a cover letter and resume to geoff@kingdomtrails.org or send a hardcopy to
Kingdom Trail Association

C/O Geoff Whitchurch

P.O. Box 204

East Burke, VT 05832

Kingdom Trail Association provides equal employment opportunities (EEO) to all employees and applicants without regard to race, color, religion, sex or sexual identity, gender or gender identity, national origin, age, ability, or genetics.