



Assistant Trail Crew Leader High Peaks Recreation Rangers

Compensation: \$19.00 per hour

Position Type: Seasonal, Full-Time

Season Duration: June 1st - August 7th, 2026 (10 weeks)

Location: Western Maine

About The High Peaks Initiative

The High Peaks Initiative is a collaboration of local, regional, and national organizations operating within Maine's High Peaks region to protect important natural resources, secure public access to outdoor recreation opportunities, and support healthy human and natural communities in the highlands of western Maine. This region, spanning over one million acres, is home to 10 of Maine's 14 tallest peaks, many unique sensitive ecological zones, pristine habitats for game animals and fish, countless lakes and ponds, and abundant outdoor recreation opportunities, including hiking, skiing, paddling, ATV-riding, snowmobiling, birding, and mountain biking, just to name a few. Through the facilitation of community-based advocacy and strong relationships with environmental policymakers, the High Peaks Initiative strives to preserve the environmental integrity of the region and foster the relationship between people and their natural landscapes by cooperating with government entities and private landowners to ensure access to the region's numerous natural gems.

About This Opportunity

The High Peaks Alliance (HPA), a core member of the High Peaks Initiative, will be facilitating the second season of our Recreation Ranger program. Our rangers are tasked with undertaking trail improvement projects for our partners within the HPI, as well as the Maine Bureau of Parks and Lands (BPL). In addition to the HPA and BPL, our rangers will complete projects on properties managed by the Rangeley Lakes Heritage Trust and Maine Huts and Trails, both of which are also partnered organizations within the HPI. This year, our rangers will consist of a 4-person trail crew as well as our Public Lands Steward.

We are seeking individuals with a passion for the outdoors and public land stewardship who are interested in learning the intricacies of the trails industry. This 4-person crew will be structured as a workforce development program with the goal of not only improving trail conditions in the region, but also responding to the industry's labor shortage and dwindling number of skilled professionals. Trail crew members can expect to participate in projects including but not limited to bog bridging, corridor-clearing, blowdown removal, stone staircases, and erosion mitigation through the construction of trail features such as water bars, drains, and stepping stones. This will be a physically demanding position involving work in a wide variety of weather conditions.

Desired Skills, Abilities, and Values

- Ability to repetitively lift, pull, and carry loads weighing 50 pounds or more
- Outdoor leadership experience is preferred, but general leadership ability is ideal as well
- Tolerance of all weather conditions, sometimes austere
- Must be an adequate team player capable of pulling their own weight while also uplifting others
- Receptive to feedback and constructive criticism
- Compliant with established safety protocols and crew guidelines
- Must be punctual and arrive at work and scheduled crew events on time
- An interest in tools, tool maintenance, and proper usage
- Although not required, outdoor work experience is ideal

- A strong work ethic and a sense of pride in one's work
- An interest in outdoor recreation and conservation
- Ability to be adaptive in an ever-changing outdoor environment
- Must be able to work independently and collaboratively to achieve crew objectives
- Respectful, mature, and tidy in communal living arrangements
- Carry oneself in the field courteously and professionally when engaging with project partners and the general public
- Enthusiasm for embracing challenges and problem-solving

Primary Responsibilities

- Engage in a variety of trail projects involving bog bridging, corridor-clearing, tread maintenance, and rock work
- Take leadership of the trail crew during scheduled absences of the crew leader
- Abide by all safety and emergency response procedures outlined by partnered organizations
- Assist in the daily supervision and guidance of the trail crew
- Serve as a positive and affirming member of a crew dedicated to the performance of themselves as well as the team as a whole
- Serve as a positive ambassador of the High Peaks Initiative through positive interactions with trail-users and project partners
- Operate the crew vehicle safely and appropriately while obeying all local traffic laws
- Utilize Leave No Trace principles while at work and at Basecamp
- Participate in scheduled performance evaluations to monitor individual progress and well-being
- Assist the crew leader in the collection of data for weekly reports

Location and Schedule

Generally, the crew will operate on a 5-day 40-hour work week. Working days are Monday through Friday with weekends off. However, workday lengths can be modified to accommodate inclement weather. It is up to the discretion of the crew leader to determine schedule modifications to meet deadlines and the needs of partnered organizations while also considering the safety and well-being of the crew. Projects will be located in the communities of Madrid, Phillips, Rangeley, and the eastern Flagstaff region north of Kingfield.

Compensation

The assistant trail crew leader will be paid \$19 per hour. Each crew member is entitled to housing at a reduced cost after work and on weekends, but is more than welcome to spend off-time elsewhere as long as they can make it to work each day on time. Crew members will receive training involving rigging, chainsaw usage, and basic trail maintenance, guaranteeing their marketability within the trails industry for future employment opportunities. Crew members may also be eligible for pro deals with outdoor gear manufacturers offering discounts to individuals involved in public land management.

How To Apply

Interested in joining us? Great! Please email a cover letter and resume to Matt Kusper, our Lead Recreation Ranger and Trail Crew Leader at matt@highpeaksalliance.org. Also, feel free to email him or give him a call with any questions about this position at (704) 877-5567. Thank you for your interest, and we look forward to hearing from you!