



## Public Lands Steward High Peaks Recreation Rangers

**Compensation:** \$16.00 to \$20.00 per hour

**Position Type:** Seasonal, Full-Time

**Season Duration:** May 18th - October 31st, 2026 (22 weeks)

**Location:** Western Maine

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### About The High Peaks Initiative

The High Peaks Initiative (HPI) 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. The High Peaks 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, and countless lakes and ponds. The High Peaks offer 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 taking on 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 two Public Lands Stewards.

As key members of our seasonal rangers, the Public Lands Stewards will work independently to help manage the BPL's public reserved lands within the High Peaks region. This includes the Tumbledown, Bigelow Preserve, Flagstaff Lake, Mount Abraham, Crocker Mountain, Chain of Ponds, Bald Mountain, and Richardson Public Reserved Lands. Tumbledown alone receives nearly 70,000 visitors each year and is arguably one of the most heavily trafficked public land units in the state. This position will function as the eyes and ears of the BPL in their Western Mountains Region and will be responsible for detailed data collection and documentation of their observations. The stewards will operate with a high degree of autonomy under the supervision of our Lead Recreation Ranger. This role will involve occasional collaboration with our seasonal trail crew as well. Applicants must have a strong passion for the outdoors and be comfortable working alone in remote settings.

### Desired Skills, Abilities, and Values

- Ability to repetitively lift, pull, and carry loads weighing 50 pounds or more
- Tolerance of all weather conditions, sometimes austere
- Self-motivated within an independent work environment
- Receptive to feedback and constructive criticism
- Must be punctual and arrive at work and scheduled events on time

- Experience with power tools, hand tools, basic carpentry, and painting is essential
- Previous outdoor work experience is ideal
- An interest in outdoor recreation and conservation
- Ability to function on a flexible work schedule
- Must own a reliable personal vehicle capable of driving off paved roads
- 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

- Maintain pit toilets, fire rings, and kiosks at public campsites and keep them free of litter
- Utilize weed eaters, loppers, and saws to manage overgrowth within campsites and trails
- Perform trail maintenance tasks such as construction of water bars, stepping stones, stone staircases, and drainage features, as well as blowdown removal
- Document and report resource damage and abuse
- Serve as a positive ambassador of the High Peaks Initiative through positive interactions with trail-users and project partners.
- Participate in scheduled performance evaluations to monitor individual progress and well-being
- Assist Lead Recreation Ranger in the collection of data for end-of-season reports.
- Draft daily reports documenting visitor data
- Educate visitors on Leave No Trace principles and politely offer advice on how to recreate outdoors with a low ecological impact.

## Location and Schedule

The Public Lands Steward will operate on a 5-day 40-hour work week. Work days will be Thursday through Monday. This is to ensure that the HPA has a presence at Tumbledown on its busiest days, Friday through Sunday. Thursdays and Mondays will be spent managing public sites within the Flagstaff Lake region. However, workday lengths can be modified to accommodate inclement weather. It is up to the discretion of the Lead Recreation Ranger to determine schedule modifications to maintain productivity while also ensuring the safety and well-being of the steward.

## Compensation

The Public Lands Steward will be paid \$16.00 to \$20.00 per hour based on prior experience. Each staff member is entitled to housing after work and on days off, but is more than welcome to spend off-time elsewhere as long as they can make it to work each day on time. Our Public Lands Steward will receive training involving basic trail maintenance, Leave No Trace, and chainsaw usage, guaranteeing their marketability within the trails industry for future employment opportunities. Employees 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 Recreation Ranger and Trail Crew Leader at [matt@highpeaksalliance.org](mailto: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!