

BMLT Blues Crew Work Party and Trail Crew Leader Positions Description

Position Summary

Work Party and Trail Crew Leaders are committed to the mission, goals and objectives of Blue Mountain Land Trust (BMLT) and our volunteer Blues Crew which include:

- Stewardship and protection of natural areas
- Compliance with safety and federal and state rules and procedures
- Promotion of recreation and inclusive outdoor spaces outdoors
- Working in a positive collaborative manner with diverse volunteers

BMLT Blues Crew Leaders can take on three different types of roles:

- **Work Party Leader** - lead supervisor of the work party
- **Trail Crew Leader** - work alongside and supervise small groups of up to 6 volunteers (Blue Helmets)
- **Co-Trail Crew Leader** - co-leads the work party alongside one or more others

About Blue Mountain Land Trust

Protecting the land you love. Forever. Blue Mountain Land Trust (BMLT) is a nationally accredited land trust working in southeastern Washington and Eastern Oregon. Our mission is to protect the scenic, natural, and working lands of the Blue Mountain region through conservation and stewardship and connect communities to nature through education and recreation. Since our founding in 1999, we have acquired 19 conservation easements and one fee title property protecting over 23,000 acres.

Our team is passionate, collaborative, curious, and committed to conserving clean water, open spaces, vital habitat, healthy soils, and livelihoods for agricultural communities across the Blue Mountain region.

We work to:

- Safeguard our community's agricultural heritage
- Protect precious spawning streams for native fish
- Preserve important wildlife corridors
- Connect people with the land and its abundant natural resources
- Help communities thrive for present and future generations

Overview

BMLT Blues Crew Leaders develop skills and knowledge through BMLT Blues Crew and other trailwork activities, training, resources, and mentorship. Leaders effectively plan the trail work in advance by scouting and developing prioritized activity strategies. Leaders utilize planning and procedures worksheets and checklists developed by the BMLT Blues Crew to guide preparation, work party, and post-activity reporting. Leaders work with BMLT staff to negotiate logistics and identify needed resources.

BMLT Blues Crew Leaders are observant and able to assess individuals and situations, responding appropriately to health, behavioral, safety, and weather/environmental conditions. Leaders teach, demonstrate, instruct, and redirect work practices to achieve goals.

Experience and Knowledge:

- Knowledgeable or willing to learn about the technical aspects of trail design and maintenance
- Models and promotes health and safety in all activities
- Collaborating on a team with diverse backgrounds, skills, and abilities
- Uses tools effectively to achieve standards defined by the situation, environment, and partner standards
- Demonstrates knowledge and respect for partner agency rules and regulations and work standards
- Physically able to hike on mountain trails and carry modest loads
- Responds to emergencies in a 'grace under fire' manner
- Learns and knows how to operate radios (and Garmin) and to activate the emergency response plan
- Observes and assesses individuals and situations, responding appropriately to health, behavioral, safety, and weather/environmental conditions
- Acquires and maintains certification in First Aid/CPR

Duties

Work Party Leader

- Leads 20+ volunteers during a trail work party. On large projects, the *Work Party Leader* role may be occupied by two co-leads
- Responds to team email communications, completes required forms, and reports in a timely manner
- Works with BMLT staff to clearly communicate information to promote BMLT Blues Crew work parties, negotiate logistics and identify needed resources
- Follows guidelines and directives of the BMLT. Protects the tools, property, and reputation of the organization and staff
- Create a safe and welcoming environment for every volunteers of all skill levels
- Ensures all volunteers complete consent and waiver forms
- Other duties listed below under Trail Crew Leader

Trail Crew Leader

- Leads small groups of up to 6 volunteers
- Collaborates with the Work Party Leader to identify the goals to be achieved on each trail section
- Guides and delegates tasks to volunteers to complete the goals of the trail work party
- Teaches, demonstrates, instructs, and directs work practices

Expectations of BMLT Work Party and Trail Crew Leaders:

1. Arrive early
2. Ensure 'Safety First'
3. Have lots of fun
4. Do what needs to be done
5. Ask for advice and respect input. "See something, say something"
6. Follow 'Leave No Trace' principles
7. Lead by example, ie. "walk the talk"
8. Ask questions and actively listen to learn
9. Say what we are going to do and do what we say
10. Model inclusion principles and positive respectful communication.

11. Celebrate individuals, teams, and accomplishments
12. Respect public lands and the environment
13. Actively collaborate and assist others as a team
14. Ask for specific help to accomplish objectives and goals
15. Recognize and celebrate diversity as a strength
16. Value each contribution of time, talent, and effort
17. Demonstrate kindness and compassion