



Berkshire Natural Resources Council

Job Posting: Trail Crew February 2025

About BNRC

Berkshire Natural Resources Council (BNRC) is a nonprofit conservation organization in western Massachusetts that cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization. As a land trust, BNRC conserves land and provides free access to the Berkshire outdoors at nature reserves across the region. Since 1967, BNRC has helped conserve more than 100,000 acres and now holds over 26,000 acres of land and conservation restrictions and manages over 60 miles of trails.

Berkshire Natural Resources Council (BNRC) es una organización conservacionista sin ánimo de lucro del oeste de Massachusetts que cuida de las tierras ancestrales de la Banda Stockbridge-Munsee de Mohicanos, que fueron desplazados a la fuerza de la región por la colonización europea. Como fideicomiso de tierras, el BNRC conserva tierras y proporciona acceso gratuito a los espacios naturales de Berkshire en reservas naturales de toda la región. Desde 1967, el BNRC ha ayudado a conservar más de 100.000 acres y ahora posee más de 26.000 acres de tierra y restricciones de conservación y gestiona más de 60 millas de senderos. Aunque el trabajo que se describe a continuación se destaca completamente o casi completamente en inglés, BNRC agradece el interés de los candidatos bilingües que puedan ayudar a la organización a ser más inclusiva en su trabajo.

Position Description

BNRC's Stewardship Department is seeking applicants to join its **Trail Crew** for the 2025 season. This is a full-time, seasonal position involving the construction of new hiking trails and the maintenance of BNRC's trail network. BNRC is seeking applicants for two terms: a core season from May 27th through August 15th, and an extended season from May 5th through November 7th. Some start and end date flexibility is possible. BNRC will offer all necessary training on trail construction and maintenance techniques.

Specific responsibilities include:

- Willingness to participate in training on trail construction techniques
- Constructing and repairing hiking trails using hand tools and rigging equipment
- Clearing trails of brush and fallen trees using loppers and handsaws
- Mowing and weed whacking field trails and trailheads

- Installing trail and trailhead infrastructure including benches, kiosks, and signs
- Assessing trail maintenance needs and making repairs
- Conducting annual monitoring visits on BNRC reserves
- Safely and efficiently using a variety of hand tools, power tools, and power equipment
- Interacting with the public while on trail
- Assist with volunteer workdays maintaining and constructing trails
- Other land stewardship tasks as needed

This is an opportunity to hike and work in some of the most beautiful areas of the Berkshires and engage in high quality trail projects across BNRC's 60-mile trail system. This position is hands-on, and projects can be physically demanding.

It is important that our Trail Crew members show a commitment to quality work, a positive attitude, and professional demeanor. We seek candidates who want to work outdoors and are interested in learning about trail building and management practices, as well as conservation stewardship. This work is often collaborative, but crew members should expect to work independently on occasion. A commitment to a welcoming, inclusive, and supportive workplace is essential to success on our team.

Qualifications

The successful candidates may not fulfill every aspect of this job description. If you have some demonstrably related experience, and/or believe that you can bring talent and passion to this role, we encourage you to apply.

- Candidate will have a willingness to learn, a strong work ethic, and an open mind.
- Willingness to contribute to a welcoming, inclusive, and supportive work environment.
- BNRC will provide all necessary training on trail construction, techniques, and tools.
- First aid/ CPR, and Diversity, Equity, and Inclusion are provided by BNRC; the applicant will be an active participant in training and seek to develop skills throughout the season.
- Willing to follow basic dress code requirements (long pants, work/hiking boots)
- Must have reliable transportation to BNRC office (on a public bus route)
- Ability to work unsupervised
- Willingness to work outside in all weather conditions
- Ability to hike for 5 miles over rough terrain

Compensation: Trail crew members receive a starting wage of \$18.00/hour.

Benefits:

Three Month Term	Six Month Term
<ul style="list-style-type: none">• One paid personal day per month• Paid holidays (Juneteenth, Independence Day)• Travel mileage reimbursement• \$100 reimbursable allowance for personal work gear (backpack, work boots, rain jacket, etc.)	<ul style="list-style-type: none">• 40 hours of paid sick time• Apx. 60 hours of vacation time• 4 paid state holidays• Travel mileage reimbursement• 401(k) and employer match after first six months (applicable to returning crew members)• Option to enroll in group medical and dental coverage• \$150 reimbursable allowance for personal work gear (backpack, work boots, rain jacket, etc.)

Start date: The six-month term starts on May 5th, and the three-month term starts on May 27th. Interviews will be scheduled starting March 1st. Open until filled.

To apply: Email your resume to jobs@bnrc.org with **“Trail Crew”** in the subject line and tell us why you’re a great fit for this role. Candidates selected for an interview will be asked to provide one personal or professional reference.

We welcome applications from BIPOC, LGBTQ+, women, and veterans. BNRC is actively engaged in ensuring its properties are welcoming to all, and in increasing diversity, equity, and inclusion in all aspects of its work.

Though the job described above will begin entirely or almost entirely in English, BNRC welcomes interest from bilingual candidates who can support the organization in being more inclusive in its work.

BNRC is an equal opportunity employer.

BNRC does not discriminate on the basis of race, creed, color, ancestry, religion, national origin, sex, sexual orientation, gender identification and expression, age, physical or mental disability, marital status, genetic information, veteran status, being a member of the Reserves or National Guard, status as disabled or Vietnam Era veteran or status in any group protected against discrimination by federal, state, or local law.