



WaYS Ancestral Lands Trail Crew

Position Description

Application Deadline: March 1, 2026

Position: WaYS Trail Crew Team Member

Locations: National Parks, Wabanaki homelands, and Land Trust partner sites

Pay Rate: Starting at \$18/hour (increase with experience)

Season: April 2026 – November 2026

Term/Status: Seasonal, Temporary

Position Overview

The WaYS Ancestral Lands Trail Crew is a hands-on opportunity for young people to work outdoors, care for ancestral homelands, and build skills in conservation, teamwork, and leadership. Crew members support meaningful trail and land stewardship projects in partnership with Wabanaki communities, National Parks, and land trusts, while learning from mentors and working closely as a team. This seasonal position blends physical outdoor work with personal growth, cultural connection, and professional skill-building in a supportive crew environment.

The WaYS Trail Crew Team Member will serve on a team of six (6) crew members and two (2) crew leaders. Crew leaders provide project expertise, mentorship, training, and ongoing support to ensure the success and safety of all participants.

Food and lodging are provided while in the field. Crew members work collaboratively to plan meals and complete shared camp responsibilities, including cooking and cleaning. The trail crew works four 10-hour days (Monday–Thursday), beginning in late April 2026 and ending in November 2026. Some work weeks will involve camping near project sites in remote outdoor settings.

Preferred Skills & Attributes

General Camping Knowledge

Some project weeks will be spent camping near work sites. Basic camping familiarity is helpful.

Willingness to Learn

This role is a significant learning opportunity. Crew members should be open to learning both individually and as part of a team.

Teamwork Ethic

You will work closely with other crew members and leaders. Strong communication, respect, and the ability to follow guidance are essential.

Professionalism

Crew members work within Wabanaki Tribal communities, National Parks, and partner organizations. Respectful engagement with community members, relatives, visitors, and partners is required at all times.

Commitment to Safety

Trail work involves the use of hand tools and equipment. Safety training is provided before fieldwork begins. Proper tool use is essential for the safety of the crew.

Physical Readiness

This position requires the ability to hike long distances over rough terrain while carrying heavy packs and tools in varying weather conditions. Crew members must be able to lift and carry up to 50 pounds. A medical clearance/waiver is required before the season begins.

General Qualifications

- Ages 18–30 (veterans eligible up to age 35)
- U.S. citizenship or legal permanent residency
- High school diploma or GED
- Substance-free workplace: free from the use of illicit drugs, commercial tobacco, and alcohol during employment
- Ability to pass a background check (National Sex Offender Public Registry and federal/state criminal background check)
- No prior trail experience is required. However, comfort with outdoor work and living in outdoor settings is expected

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<https://forms.office.com/r/MhG0LZQWE2>

