

JOB TITLE**Trails Technician****POSITION SUMMARY**

The Trails Technician will play an integral role with Catalina Island Conservancy's Trails Program which includes performing trail maintenance and repairs throughout the island. The Trails Technician will also assist with the administrative needs for the department.

LOCATION

On-site role based full-time on Catalina Island.

KEY RESPONSIBILITIES

- Perform vegetation pruning and weed whacking along trail corridors
- Construct and repair erosion control structures such as check dams and stone stairs
- Conduct tread maintenance to ensure trail safety and usability
- Refinish, fabricate, and install trail signage
- Build and maintain shade structures and stone infrastructure
- Survey trails for maintenance needs and potential realignments
- Control graffiti and vandalism across trail areas
- Remove trash and litter regularly to preserve natural environments
- Train and supervise spring break college groups on trail work projects
- Support on-island volunteer groups during trail projects
- Maintain data records of work accomplishments and volunteer contributions
- Assist Trails Manager with planning and coordination of trails work, grant management, and process and standards development
- Remedy and rehabilitate unofficial "social trails"
- Ensure job site cleanliness and safety
- Complete all required training related to safety, equipment, and skills techniques
- Responsible for preparing safety equipment and tools needed for daily assigned tasks
- Occasionally assist in broader land management tasks such as working near bison, brush clearance, and fire abatement

QUALIFICATIONS**Skills & Abilities**

- Skills and experience conducting trails field work
- Ability to work effectively and cooperatively in a team environment
- Ability to support and assist fellow staff members and volunteers
- Knowledge of occupational hazards and safety precautions
- Ability to follow safety practices and recognize hazardous conditions
- Basic knowledge of materials, equipment, and tools used in building maintenance and repair
- Effective oral and written communication skills
- Ability to accept supervisory guidance and follow through with assigned responsibilities
- Strong organizational skills and attention to detail
- Ability and motivation to quickly learn new skills essential to success as a field technician
- Demonstrated skills and experience conducting trails field work
- Ability to perform physically demanding tasks, including lifting and moving materials up to 50 pounds, working in the field, walking for extended periods, and working outdoors in varying terrain and weather conditions.
- Willingness to live full-time on Catalina Island. Roommate-style rental housing may be available.

Education/Experience

- Three years of trail maintenance, parks and grounds management, or relevant field experience
- Must possess a valid driver's license with a clean driving record
- Working knowledge of office equipment and software, including Microsoft Office 365

COMPENSATION & BENEFITS**Estimated Starting Salary Range:**

\$23.00 - \$26.00 based on skills and experience.

We're proud to support the health and wellbeing of the people we employ. Our comprehensive benefits package includes a 403(b) retirement savings plan with a 3% employer contribution and a 5% match — fully vested after two years — as well as access to



healthcare coverage, flexible spending accounts, paid time off, life and disability insurance, an employee assistance program, and professional development opportunities.

ADDITIONAL INFORMATION

Eligible for Island Living and Cell Phone Stipend Programs. Ask our recruiter for details.

HOW TO APPLY

Please send a resume to jobs@catalinaconservancy.org, listing the job title in the subject line.

EQUAL OPPORTUNITY COMMITMENT

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

OUR STORY

The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.

The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy. Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.

The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy "Wildlands Ecosystems" but also inspires the nearly 1.2 million visitors to other parts of the



JOB POSTING

Island. Recreation, educational engagement, service opportunities, and partnerships connect the Island's unique resources to people's lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.

CONSERVATION

EDUCATION

RECREATION