

Job Description: Trails Field Technician

Copper Harbor Trails Club

Position Overview

The Trail Field Technician is a key member of the Copper Harbor Trails Club's Trail Operations team and serves as the boots on the ground, ensuring that Copper Harbor delivers a world-class trail experience every day.

This position is responsible for advancing, maintaining, repairing, and protecting Copper Harbor's trail system to the highest possible standard. Our mix of mountain bike, multi-use, and hiking trails are central to the identity, economy, and quality of life in the Copper Harbor community. Trail Field Technicians play a direct role in both preserving and growing that legacy by ensuring the trails are safe, sustainable, ride-ready, and maximize the user experience.

This is a physically demanding, hands-on, outdoor position. All training is provided in-house by the Copper Harbor Trails Club.

Position Details

- **Status:** Seasonal, Full-time
- **Schedule:** Up to 40 hours per week with flexible hours
- **Season:** Mid-May – Early December (exact dates may vary and are weather-dependent)
- **Reports To:** Trails Coordinator (with occasional coordination with the Assistant Executive Director and Executive Director)

Position Requirements

- Ability to perform strenuous physical labor, including lifting 50+ lbs repeatedly
- Ability to hike, bike, bend, kneel, carry tools, rake rocks and stand for long periods
- Ability to work outdoors in heat, cold, rain, **insects**, and changing weather conditions
- Ability to safely use hand tools and power tools (training provided)
- Reliable transportation to job sites and consistent, on-time attendance

- Willingness to learn, receive/give feedback, and follow safety protocols
- Commitment to maintaining a positive, respectful, and safe work environment
- Hike and Bike numerous miles at a time caring tools and equipment

Primary Responsibilities

Trail Maintenance & Construction

- Clear Corridor, and remove vegetation using hand and power tools
- Clear and maintain trail drainage systems to prevent erosion and long-term damage
- Remove fallen trees, branches, and ground vegetation using hand and power tools
- Repair and shape trail tread using McLeods, shovels, rock bars, rakes, and similar tools
- Leaf-blow, rake rocks, and refine berms, rollers, and riding surfaces
- Assist in the repair and construction of bridges, boardwalks, and trail structures
- Install, inspect, and maintain wayfinding, safety, and informational signage
- Report on conditions of various sections of trail from around the system

Trail Stewardship & Quality Control

- When applicable, proactively identify maintenance issues, hazards, and areas of wear
- Communicate clearly with the Trails Coordinator about trail conditions and needs around the system
- Maintain a high standard of visual quality, rideability, and safety across the trail system
- Represent the Copper Harbor Trails Club professionally and positively when interacting with the public, which occurs on a weekly basis

Tools, Safety & Teamwork

- Maintain and properly store tools, equipment, and personal protective gear
- Follow all safety protocols and wear the required PPE especially when working alone
- Work collaboratively with staff, volunteers, and project partners
- Assist with trail-related volunteer events, work days, and special projects as needed

Who We're Looking For

The ideal Trail Field Technician:

- Takes immense pride in the quality of their work
- Is highly detail-oriented individual and can learn the intricacies of what makes a trail experience
- Enjoys to mountain bike and recreate on trails in their free time
- Is in good physical condition and enjoys demanding outdoor work in all elements
- Goes above and beyond what is asked, even when unsupervised
- Cares deeply about what trails provide to people and to the Copper Harbor community
- Wants to continuously improve their skills and contribute to something meaningful
- Looking to jumpstart or take their next step forward with career in trails
- Willing to commute to Copper Harbor or has an off grid living set-up

Trail experience is helpful but not required — attitude, work ethic, and a want to grow matter most.

Compensation & Benefits

Compensation:

- \$21–\$25 per hour paid bi-weekly, commensurate with fit and experience

Benefits Include:

- Flexible scheduling and flextime
- One free entry into each CHTC event for you or a significant other (family member/partner)
- Free East Bluff and Keweenaw Adventure Company shuttles when not bought out
- \$500 yearly work apparel stipend
- Outdoor industry pro deals
- E-bike stipend: \$4,000 over 3 years (approximately \$1,333 per year)
- Professional development: Training or education related to the position (as requested with board approval)

E-Bike Stipend Eligibility & Trial Period

- Access to the e-bike stipend begins after a successful initial (up-to) 60 day trial period, as determined by the Trails Coordinator and CHTC leadership.
- The trial period is intended to ensure the role is a good mutual fit and that performance, reliability, and quality of work meet expectations.
- If employment ends before the full three-year stipend period is completed, the Trail Field Technician will be required to **reimburse Copper Harbor Trails Club for any unused portion of the stipend**, calculated on a prorated basis.

If interested please send your resume to info@copperharbortrails.org