

Job Description: Trails Field Technician Intern

Copper Harbor Trails Club

Position Overview

The Trail Field Technician Intern is a 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 supporting the advancement, maintenance, repair, and protection of 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 Technician Interns 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, Part-time (Internship)
- **Schedule:** Up to 20 hours per week
- **Season:** May/June – August/September (exact dates may vary and can be flexible)
- **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

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 Intern:

- Takes immense pride in the quality of their work
- Is a highly detail-oriented individual and can learn the intricacies of what makes a trail experience
- Enjoys mountain biking and recreating 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
- Is looking learn more or or take the first step forward to a career in trails

Trail experience is helpful but not required — attitude and work ethic matter most

Compensation & Benefits

- \$18-20 per hour paid bi-weekly
- Flexible scheduling, and flextime
- One free entry into each CHTC event (for personal use only)
- Free East Bluff and Keweenaw Adventure Company shuttles when not bought out

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