



San Juan Mountains Association

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Job Announcement Seasonal OHV trail Crew member

BACKGROUND

Founded in 1988, San Juan Mountains Association (SJMA) is a public lands conservation non-profit working in partnership with the San Juan National Forest, Rio Grande National Forest, Grand Mesa Uncompahgre and Gunnison National Forest, and the Bureau of Land Management (BLM) providing outreach, education, and stewardship throughout southwest Colorado.

JOB SUMMARY

SJMA is seeking a full-time seasonal OHV trail crew member to work directly with the Columbine Ranger District trail crew. The OHV trail crew will help maintain nearly 150+ miles of trails in the Columbine Ranger District. Projects will take place on OHV trails, routes and infrastructure across the landscape, generally in mountain and foothill areas ranging from 6,500 ft to 13,000 ft in elevation. This position will be embedded with the USFS, Columbine District Recreation Program.

Position Title: Seasonal OHV trail crew member

Employment Type: Seasonal, Full-time, hourly (40 hours/week)

Reports To: SJNF Columbine Ranger District trail crew manger

Status: At-will position

LOCATION

This position will be primarily based out of the Columbine Ranger District Office in Bayfield, CO. This is a field position and work will be remote locations within the San Juan National Forest.

SCHEDULE

- Seasonal, full-time (40 hours/week), non-exempt. The expected season is Early May through mid-late October. Typical schedule: 4 days on, 3 days off, 10-hour days (7:00 am – 5:30 pm), Monday through Thursday.
- Weekend and evening work may be required

GENERAL DUTIES & PRIMARY RESPONSIBILITIES

- Perform strenuous manual labor in all weather at high elevations

- Hike long distances with a heavy pack
- Safely operate vehicles and machinery
- Work and care for yourself in an outdoor environment
- Complete projects defined by SJNF staff
- Increase trail accessibility and durability
- Complete data collection forms
- Promote 'Tread Lightly' principles and backcountry safety
- Contribute positively to team dynamics under challenging conditions
- Communicate effectively and maintain a positive attitude
- Follow all safety protocols and wear PPE
- Be familiar with backcountry overnight travel, navigation, and emergency response
- Maintain professional conduct with customers, partners, and coworkers

The successful candidate will possess a combination of the following skills/qualifications:

Core Qualifications

- Backpacking and backcountry camping experience required
- Team-based outdoor experience
- Map and compass navigation skills
- Ability to safely use trail-building tools
- Public engagement experience
- Data collection experience
- Valid driver's license, clean driving record, reliable transportation
- 4x4 driving experience or operating OHV's preferred
- Experience or qualifications related to running chainsaws preferred

Physical Expectations

- Ability to lift/carry 50–75 lbs,
- Hike up to 12 miles/day in all weather at high elevations
- Ability to safely use tools and equipment

EDUCATIONAL REQUIREMENTS

- High school diploma

COMPENSATION

- **Hourly Rate:** \$19.52/hour – GS5, step 1 equivalent
- **Benefits Include:**
 - Simple IRA with employer 3% matching contributions
 - Paid federal holidays

- Uniform shirts, rain jacket, and Protective Equipment
- End-of-season bonus for completing full field season
- Sick time per Colorado law (1 hour per 30 hours worked)
- USFS trainings and professional development opportunities
- Government housing may be available

APPLICATION INSTRUCTIONS

Applicants should submit **one PDF** containing:

- Resume
- Letter of interest which briefly describes your goals, qualifications, and interest in the position.
- Please submit your application by **March 17th 2026**.

 Send materials to: **jobs@sjma.org**

 No phone calls, please.

SJMA is an equal opportunity employer. All offers of employment will be subject to satisfactory completion of a background check.