



BACKCOUNTRY TRAILS PROGRAM: THE WORK AND EXPERIENCE

Backcountry Trails Program Corpsmembers spend over five months based at remote wilderness locations throughout California performing physically demanding manual labor in a variety of intense conditions, and living in a tight-knit and diverse community. In addition to trail work, Corpsmembers participate in regular camp chores, position-related trainings, physical training, daily curriculum and education, environmental awareness, cooperative living skills, and exploration of surrounding wilderness areas.

Essential Functions

- **Performing Trail Work (30%):** Corpsmembers are required to safely perform extremely physically demanding and repetitive trail work 40+ hours a week for 5.5 months. This work consists of trail maintenance and/or trail construction. Trail maintenance consists of brushing and/or logging trails, cleaning trail drainages, trail tread repair, and environmental rehabilitation. Trail construction consists of building new trail, repairing damaged trail, building stone and/or wood structures designed to mitigate soil erosion and/or stabilize trail. Trail work requires the following tasks: hiking 3-20 miles daily at a minimum of 3m.p.h. over steep, rugged terrain while carrying 40-60lbs; safe and proper use and maintenance of a variety of hand and power tools associated with trail work; use of tools weighing up to 20lbs; moving objects weighing 50-1,000lbs; working with and around stock animals; attending and participating in work trainings, daily safety meetings and job hazard analyses; and follow all rules, policies and guidelines set forth by the BC Trails Program and land management agencies pertaining to the performance of the above.
- **Engaging in Crew Community Development and Personal Development (30%):** Corpsmembers are required to perform the following tasks: actively participate in the development of a safe, inclusive, well-functioning crew community; participate fully in the program curriculum, community meetings and activities designed to facilitate crew and personal development; write in a personal journal daily; engage in activities designed for personal reflection; prepare and teach one or more classes to the crew; participate in an ongoing individual development plan (IDP); and follow all rules, policies and guidelines set forth by the BC Trails Program pertaining to the performance of the above.
- **Managing and Maintaining a Backcountry Camp (15%):** Corpsmembers are required to perform the following tasks on a daily/weekly basis: set up & break down of backcountry camps; daily camp and personal chores outside of regular hours; manage & maintain camp gear and equipment, personal gear (uniforms, backpacking gear, etc.); maintain personal hygiene and sanitation safeguards (daily bathing, laundry, etc.); perform Kitchen Patrol duties on a rotating basis that include but are not limited to food preparation, assisting the staff cook with meals, additional camp chores, and assisting with weekly resupplies; adhere to all "Leave No Trace" wilderness ethic guidelines; and follow all rules, policies and guidelines set forth by the BC Trails Program and land management agencies pertaining to the performance of the above.

Secondary Functions

- **Engaging in Wilderness Exploration (15%):** Corpsmembers explore the surrounding wilderness areas in groups through planned backpacking trips in accordance with all rules, policies and guidelines set forth by the BC Trails Program and land management agencies.
- **Developing and Participating in Extracurricular Activities Outside of Program Curriculum (5%):** Corpsmembers are required to participate in the planning of crew events and games and participate in them as well.
- **Engaging with Members of the General Public as well as Land Management Officials to Develop Good Public Relations and Promote the Backcountry Trails Program (5%):** Requires representing the program in a positive and professional manner. Work with volunteers from the public on Public Service Projects/Event.

REQUIREMENTS OF POSITION

Physical Requirements:

- Take a physical fitness test at program orientation consisting of the following: hiking three miles in one hour with a minimum of 40lbs of gear in your backpack, 25 push-ups in two minutes, and 50 sit-ups in four minutes.
- Hike up to 20 miles a day at 3mph over steep, uneven, rugged terrain in adverse weather conditions while carrying 40-60lbs on your back.
- Work and hike at elevations ranging from 2,000-14,000ft.
- Perform the Essential Functions of the position listed above, as well as perform the activities as detailed on the BC CM Position Analysis on the BC Program Website.

Mental Requirements:

- Follow all rules, policies and guidelines set forth by the BC Trails Program and partnering land management agencies pertaining to program participation, work performance, off-work activities, and personal conduct.
- Understand and apply the training you receive regarding the knowledge, skills and abilities needed to safely live and function in a remote, backcountry setting.
- Understand and apply the training you receive regarding the knowledge, skills and abilities needed to safely respond to emergency situations if they arise.
- Understand and apply the training you receive regarding the knowledge, skills and abilities associated with performing trail work and living in the backcountry.
- Follow complex oral and/or written instructions.
- Understand and meet all program standards and expectations regarding the performance of all essential and secondary functions of the position and regarding personal conduct.
- Manage time well and take care personal chores/responsibilities. Multi-task and balance personal chores/responsibilities with work project and program requirements.
- Prioritize and complete tasks and work projects effectively while dealing with deadlines and minimal supervision.
- Be effective at problem solving and be adaptable to rapidly or abruptly changing circumstances or plans.
- Listen to and engage with other crew members to facilitate teamwork and a cooperative work and living environment.

- Communicate well with others, resolve conflicts effectively, and understand group dynamics and interpersonal relationships.
- Fulfill all position requirements while working and living in remote, isolated backcountry setting without access to and/or being distracted by non-program related responsibilities such as pet care, storage and/or maintenance of personal belongings (furniture, cars, etc.), and financial or other personal obligations (i.e., paying rent, mortgage, bills, etc.).

Emotional Requirements:

- Strong work ethic and high level of personal integrity.
- Cope with and thrive in a remote, isolated backcountry setting where you are far from immediate medical services.
- Cope with having extremely limited and infrequent personal communication with people outside of the program (friends, family, spouses/partners, etc.) and being away from home for the duration of the program.
- Perform effectively in high pressure, stressful situations involving potentially dangerous situations and conditions in remote, wilderness settings.
- Cope with and function well in primitive, backcountry conditions with no modern conveniences or luxuries (e.g. warm showers, personal electronics/music players, cell phones, etc.).
- Cope with extreme physical fatigue and physical discomfort such as being wet, cold, hot, dirty, etc. and be able to maintain a positive, helpful attitude.
- Cope with and function well in a highly social setting with up to 20 other crew/community members, and be a positive, engaged crewmember.
- Live and work with a group of people who may be diverse in the following areas: race, ethnicity, culture, sexual orientation, education level, political views, work experience, life experience, financially, personal taste, maturity level and personality.
- Maintain self-control, be disciplined, control emotions, and deal with others in highly intense, stressful situations that can be emotionally charged.
- Live, work and learn in a very regimented and strict setting with many rules and policies governing personal conduct and deal with very little personal free time and alone time.
- Have the desire and ability to remain sober while in the program.
- Have a desire and ability to learn and grow in an environment of constructive criticism with fellow Corpsmembers and supervisors.

PROGRAM WORKING AND LIVING CONDITIONS

While in the BCTP, Corpsmembers will live and work in remote, isolated backcountry settings where you are far from immediate medical services, and where emergency communications can be limited, delayed, and contingent upon getting to a physical location to receive signal. Personal communication with people outside of the program (friends, family, spouses/partners, etc.) is extremely limited and infrequent. Mail is the only means of personal communication with those on the outside and it is received and delivered on an irregular basis.

Members will be exposed to the following adverse environmental conditions while living and working: rain, snow, extreme heat (90+ degrees Fahrenheit), extreme cold (32 degrees Fahrenheit and colder), dry weather, lightning, high amounts of dust,

camp and forest fire smoke, elevations ranging from 2,000-14,000ft. Work is extremely physically demanding and requires members to hike 3-20miles daily over rugged, steep, uneven terrain while carrying 40-60lbs in their backpack at a minimum pace of 3mph.

Members will live and work around stock animals (horses and mules) and can be exposed to environmental hazards such as wildfires, avalanches, falling trees, etc. and wildlife hazards such as deer, poisonous insects and snakes, bears, mountain lions, etc. Tools and equipment for work projects, education components, and crew camp gear and equipment will be provided, but members will be required to bring their own personal backpacking gear as listed on the Personal Equipment List.

Members will live in backcountry camps with 13-20 other people in Spartan conditions. There are no modern conveniences or luxuries (e.g. warm showers, beds, laundry machines, indoor bathrooms and plumbing, etc.). Personal electronics such as music/video players, cell phones, etc. are not permitted while in the program. Members will sleep in a personal tent on the ground except when performing Kitchen Patrol; they will sleep in a large kitchen tent. Members will sometime be required to sleep in a community tent with the entire crew. Daily bathing and adhering to other personal hygiene standards are required. All food will be provided, but members may be required to cook for their crew for long periods of time and will be required to cook for themselves on the weekend.

Members will live and work under very regimented and structured conditions with many rules and policies that regulate personal conduct, work performance, personal development. Members will have very little personal free time and alone time to themselves throughout the season. They will be required to follow a very strict “buddy system” at all times.

Daily work hours can vary between eight and ten hours, weekly work schedules can vary between any days of the week, and members will be required to perform tasks/chores outside of their normal project work hours as well as participate in curriculum, crew activities and events after and before project work hours.

CONSEQUENCES OF ERROR AND RESPONSIBILITY FOR DECISIONS

Errors in judgment and/or failure to comply with the safety regulations and rules/policies of the Backcountry Trails Program and partner land management agencies could lead to:

- Injury of individuals
- Damage to state or federal property
- Negative impact of the public opinion and reputation of the CCC, Backcountry Trails Program, and Land Management Agencies
- Financial loss or penalty to the program.

Corpsmembers found in violation of the Backcountry Trails Program rules and regulations are subject to a system of disciplinary action that can lead up to and include termination from the program and/or from the CCC.

PUBLIC AND INTERNAL CONTACTS

Backcountry Corpsmembers will work, learn, and live alongside their crew of fellow Corpsmembers under the supervision and guidance of a Backcountry Supervisor, Land Management Agency Trail Foreman, professional trail workers and backcountry cook. Corpsmembers will interact with land management employees, including but not limited to rangers, packers, professionals in other job fields as well as the general public, including volunteers, hikers and tourists.