

## 103: FTA Trail Crew Leader

An **FTA Crew Leader** is any FTA volunteer or staff members who organizes and leads a FTA sponsored trail work activity. The skill sets listed below are those desirable for FTA Activity Leaders who lead trail work activities.

**FTA CREW LEADER – Basic Skills Sets** = Technical (maintenance and construction), management and leadership. Task: Manage objectives, volunteers and logistics for multi-day and single day FNST development, trail maintenance and construction projects and activities.

## 1. Technical trail skills:

- Have a working knowledge of trail hand tools, power equipment and personal protective equipment (PPE). Perform tailgate safety briefings prior to work activities.
- Have a working knowledge of blazing, clearing, signage and treadway development standards, application of treadway grubbing (plant removal) and proper brushing techniques.
- Develop the learned ability to view the trail from a maintainer's perspective. What needs doing?
- Recognize minor issues before they become major issues or replicate themselves as bad practices.
- Have a basic knowledgeable of trail design methodology and terminology.
- Knows what a sustainable trail is and implement practices that reduce trail reconstruction and maintenance.

## 2. Management skills:

- Coordinates with land managers, FTA Trail Coordinator and Section Leader for workplan and objectives both before and after the project.
- Identify task and estimate time and crew size to complete trail work.
- Determine tools, supplies and material required and availability of same
- Coordinate transportation of volunteers, material, tools and supplies to and from worksite.
- Has a backup / alternative workplan and site if the original site is unavailable.
- Monitors weather and other factors impacting access and crew safety.
- Communicates with volunteers, land manager and emergency services.
- Insures emergency coordination, communications and documents are completed before work is started.
- Makes crew assignments based on individual volunteer experience and skill level.
- Records and reports workday / project details and accomplishments. Insure all volunteers are formally signed in.

## 3. Leadership skills:

- Welcomes volunteers and communicates project objectives, crew assignments, meal plan and time frames.
- Motivates volunteers to accomplish shared goals and quality performance.
- Demonstrates an emphasis on volunteer safety and a safe work environment.
- Interacts with and trains volunteers in safe tool usage and trail standards.
- Engages in conflict resolution as needed.
- Recognizes individual and crew achievement.

- Make onsite (in the field) decisions concerning safety, logistics and volunteers as required.
- Speaks up when something isn't right!
- Strives to ensure that every participant is included in the team and feels a sense of camaraderie and accomplishment.
- Communicates end of project accomplishments and extends thank you(s) to volunteers.

**Advanced Crew leading Skills** = Trail corridor selection, design and alignment selection.

- Trail corridor planning with land manager, partners and other stake holders.
- Understanding of the Optimal Location Review purpose and process.
- Basic knowledge of the mapping and on-line tools available for trail corridor selection.
- Positive and negative control points.
- Basic fauna and flora knowledge of plant growth characteristics.
- Trail corridor flagging and trail alignment pin flagging.
- Sustainability / reduce long term maintenance, infrastructure and overall cost concepts.
- Topography / hillside hydrology and the impact on water erosion (fall lines, trail grade and out slope).
- Application of grade reversals, curvilinear design principles, water bars, check dams
- Wetlands trail corridor selection, minor infrastructure types and designs.
- Hillside trail corridor selection, erosion management types and designs.
- Oversees and can serve as manager for major trail relocations and major infrastructure construction projects.
- Plans and conducts Optimal Location Reviews

# TRAIL CARE ACTIVITY PLANNING

START 4 TO 8 MONTHS OUT

## SCHEDULING

LATE SUMMER: SELECT DATES FOR SEPTEMBER THRU APRIL  
TRAIL MAINTENANCE SCHEDULE;  
IDENTIFY PRIMARY CREW LEADERS FOR ACTIVITIES;  
SELECT GENERAL AREA;  
ACTIVITY FORMAT AND MAX. NUMBER OF VOLUNTEERS

## MARKETING

TO FTA AND OTHER VOLUNTEERS: FTA WEBSITE, CHAPTER WEBPAGES, MEETUPS, OTHER VOLUNTEERS GROUPS, YOUTH ORGANIZATIONS, CORPORATION VOLUNTEER PROGRAMS, MILITARY, AND COLLEGE STUDENTS

## TRAIL WORKDAY

COMMUNICATE WORKDAY OBJECTIVES;  
INTRODUCE CREW LEADERS; GENERAL AND TOOL SAFETY BRIEFING;  
INDIVIDUAL HEALTH ISSUE; CREW TRANSPORTATION; RECOGNITION AND THANK YOU'S.

## FLEXIBILITY

KNOWLEDGE OF THE TRAIL SEGMENT AND GENERAL AREA;  
FLEXIBILITY TO ADJUST TO UNANTICIPATED CHANGES FOR LOCATION, WEATHER, LOGISTICS, AND EQUIPMENT TRANSPORTATION ISSUES

## COORDINATION

LAND MANAGER COORDINATION; VOLUNTEER SAFETY PLANNING; MEDICAL EMERGENCY PLAN; RECRUITING CO-CREW LEADERS; IDENTIFY VOLUNTEER SKILL SETS