



Appalachian Ohio Restore Corps (AORC)

**Outdoor Recreation Council of Appalachia (ORCA)
Baileys Youth Trail Crew Leader AmeriCorps Member
Position Description 2024-2025**

Position Overview: The Baileys Youth Trail Crew Leader AmeriCorps Member & their co-leader will oversee a crew of 4-6 youth (ages 14 and over) in the “Baileys Youth Trail Crew”. The Baileys Youth Trail Crew will serve at the Baileys Trail System, a 58-mile mountain bike-optimized trail system in Athens County, Ohio, located in Ohio’s only National Forest. The crew will spend the season addressing trail maintenance needs throughout the trail system including: brushing and clearing the trail corridor, maintaining a properly-shaped trail tread, and addressing trail drainage issues. The Youth Trail Crew may assist with projects at other trail systems and recreation assets in the region if time allows. Youth Trail Crew Members are age 14 and over and are participants in Hocking Athens Perry Community Action’s subsidized employment program.

The Trail Crew Leaders will have the important job of leading the crew’s daily activities, maintaining a safe environment, planning future trail projects, maintaining trail tools and equipment, and overseeing youth employees. Trail Crew Leaders will provide mentorship/coaching to youth, who may be working their first job. Trail Crew Leaders will receive training on First Aid and CPR and trail maintenance skills. Through serving in this position, the Member will have the opportunity to participate in efforts to sustainably grow the outdoor recreation economy in Southeast Ohio by addressing a critical need: recreation asset maintenance.

The Baileys Trail System, a project of the Outdoor Recreation Council of Appalachia (ORCA) local government body and partners, is designed to function as a social enterprise and catalyze economic diversification in Athens County, Ohio. ORCA views outdoor recreation assets as central components of a rural economic diversification strategy to improve quality of life for Ohioans and enhance Ohio tourism.

Skills & Qualifications: This position requires the ability to lead local youth in a variety of trail projects. Trail Crew Leaders must demonstrate professionalism, maturity, and a commitment to safety. Trail Crew Leaders must be comfortable serving outdoors in Ohio summertime conditions, hiking extended distances over rough terrain, and working with youth from a variety of backgrounds. The ability to present a positive professional attitude, speak in public settings, and respectfully engage with the general public and stakeholders is required. A strong interest in community and economic development, sustainability, and outdoor recreation is preferred. Prior experience working with youth, trail maintenance, outdoor recreation, and environmental education is preferred. Trail Crew Leaders must have a valid driver’s license, be able to provide

their own transportation to project sites, and be able to transport trail maintenance tools in their personal vehicle (a moving blanket will be provided).

Work Environment: AmeriCorps members must possess the ability to work outdoors in adverse weather conditions (heat, cold, insects, etc.), be able to carry 40 pounds, and hike extended distances over rough terrain. During regular service, this position will require vigorous physical activity including: hiking long distances while carrying trail maintenance tools, running electric or gas-powered tools for extended periods of time, lifting and moving rocks, soil, gravel, mud, and other physical demands of outdoor trail maintenance service. Service will be performed mostly outdoors without access to a restroom. AmeriCorps members will not complete any outdoor service when the ambient temperature is 100 degrees F or above or the [WBGT](#) (Wet Bulb Globe Temperature) is above 88 degrees F.

Hours of Service: Baileys Youth Trail Crew Leaders will serve an AmeriCorps “Minimum Term” which consists of 300 service hours across a 3-month period. The service term will last from May 13th, 2025 – August 8th, 2025. The term schedule is shown below:

Week of	Schedule	Total Hours***	Tasks
May 12 th	T, W (9am – 5pm)	16	AORC Orientation*
May 19 th	M, T, W, Th 8am-3pm (regular hours)	28	ORCA Training**
May 26 th	T, W, Th 8am-3pm	21	ORCA Training** Memorial Day (M) Off
June 2 nd	Regular	28	ORCA Training**
June 8 th	Regular	28	First week with youth employees (Regular)
June 16 th	M, T, W	21	Juneteenth (Th) Off
June 23 rd	Regular	28	Regular
June 30 th	Off	0	Week Off for Independence Day Holiday
July 7 th	Regular	28	Regular
July 14 th	Regular	28	Regular
July 21 st	Regular	28	Regular
July 28 th	Regular	28	Regular. Final week with youth employees.
August 4 th	M, T, W	21	Leader Project. Wrap-Up & Thank-You Celebration

*Estimated hours, actual timeframe may vary

**Mandatory first aid/CPR trainings may occur outside of times listed

***Actual hours may vary slightly. There may be some cancellations due to weather. Your supervisor will coordinate with you to ensure you meet and do not exceed 300hrs.

Work Locations: Work will be conducted in-person at 296 S. Harper St., Nelsonville, OH 45764, throughout the Baileys Trail System, and at other locations to be determined.

About ORCA: ORCA is a Council of Governments managing and developing the Baileys Trail System in partnership with the Wayne National Forest and Athens Bicycle Club. ORCA is a collaborative entity working to develop sustainable recreation opportunities throughout Appalachian Ohio. ORCA works with an advisory board of regional stakeholders representing: outdoor recreation users, outdoor recreation managers, economic development, private enterprise, resource preservation and conservation, infrastructure and land use, health and wellness, education and workforce, community engagement and regional planning to ensure outdoor recreation assets are fully utilized to provide holistic benefits, catalyze regional investment, and increase tourism.

The mission of the Outdoor Recreation Council of Appalachia (ORCA) is to develop outdoor recreation opportunities across governmental boundaries that create sustainable and equitable economic development, inspiring communities throughout Appalachian Ohio.

ORCA's values, which guide our work are: community, quality of life, sustainability, innovation, inclusivity, and shared stewardship.

Duties and Responsibilities of the AmeriCorps Member:

- Lead, alongside one other Trail Crew Leader AmeriCorps Member, a crew of 4-6 youth employees in trail maintenance projects at the Baileys Trail System and at other outdoor recreation assets across the region.
- Communicate directly with youth employment managers at HAPCAP to schedule project drop-off locations, report on youth successes, and confirm attendance.
- Gain a strong understanding of trail maintenance skills and become proficient in guiding youth activities to ensure quality maintenance is completed.
- Maintain a comfortable, welcoming, inclusive environment for youth employees and serve in a mentorship role.
- Mitigate risks by completing daily risk assessments with youth employees and make course corrections throughout the day to prioritize safety.
- Plan weekly projects based on trail maintenance needs. Report on project outcomes.
- Communicate with ORCA's Sustainable Recreation Director, Trail Maintenance & Programs Manager AmeriCorps Member, and the other Baileys Youth Trail Crew Leaders to plan projects, address issues, and ensure maintenance needs are being met appropriately.
- Work alongside volunteers in the community to address maintenance projects as needed.
- Meet all job safety requirements and all applicable OSHA safety standards that pertain to the essential functions of the position and all agency safety procedures. Report any damage or safety concerns to appropriate personnel

Other duties include:

- Support other Appalachian Ohio Restore Corps members and their programs.

- Participate in training and conferences as necessary to increase knowledge and gain career networking opportunities.
- Complete monthly activity reports, required timesheets and periodic reports through the OnCorps online system and email.
- Attend required AORC and ORCA meetings and events.
- All other duties as assigned within the limitations of this member description.

Rural Action, Appalachian Ohio Restore Corps and ORCA will adhere to all regulations concerning non-discrimination and equal opportunity regulations as outlined in federal and state law. Rural Action, Appalachian Ohio Restore Corps makes this program available to all without regard to race, color, national origin, sex, gender identity, sexual orientation, age, disability, political affiliation and religion.

Print Name, AORC Member

Sign

Date