

Position Title: Crew Leader
Position Status: Casual (Seasonal) / Non-Exempt
Position Duration: Seasonal (March-November)
Reports To: Trail Stewardship Program Manager



About Friends of the Riverfront

Since 1991 Friends of the Riverfront has built and advocated for safe, clean, and accessible riverfront trails as part of the Three Rivers Heritage & Water Trail system to create and maintain an outstanding experience for trail users while providing economic, environmental, and health benefits to the Pittsburgh region. Learn more at FriendsOfTheRiverfront.org.

Organizational Values

We are propelled by employees that exhibit a positive attitude and commitment to our organizational values:

Lead: We lead with expertise in the trail space by networking and collaborating with diverse partners and communities

Integrity: We are accountable to our trail users, partners, and our team

Resilience: We adapt to new circumstances, priorities, and changing demands of our trail users, partners and the environment

Kindness: We treat each other with respect and compassion while cultivating a culture of inclusivity by actively embracing diverse perspectives

Dedication: We respect nature and are committed to stewarding and expanding accessible trails for future generations

Position Summary

Crew Leaders will lead volunteer groups during Friends of the Riverfront public and private Trail Care events. Crew Leaders will primarily be utilized on the day of the event to set up and cleanup project sites, lead volunteer groups in advancing a task or project, and submit volunteer and project statistics. Crew Leaders are ambassadors of the organization and as such will help to sustain positive working relationships with individuals, communities, and employer volunteer partners.

Crew Leaders will be trained and fully prepared to speak on behalf of the organization, understand and advance project plans and objectives, communicate and ensure Friends of the Riverfront safety protocols, and lead volunteers safely and successfully.

Essential Duties and Responsibilities

- Work outdoors along riverbanks and urban recreation trails performing light to heavy labor
- Attend pre-project meetings, both virtual and on-site, to review work plans and responsibilities
- Setup, manage, and cleanup project sites in a safe, clean, and orderly manner
- Lead groups of 10-30 volunteers in performing various stewardship activities along the Three Rivers Heritage and Water Trails
- Assist with project data collection and program impact evaluation following volunteer events

Skills and Minimum Qualifications

- **Experience leading or facilitating volunteers preferred**
- **Ability to speak publicly with confidence and direct groups of up to 30 people**
- Enthusiasm for trails, parks, and accessing the outdoors
- Able to lift 50 pounds (*trail maintenance equipment, trash and debris, etc..*) regularly in the line of work
- Have a valid driver's license and be comfortable driving a small pick-up truck
- Able to react to change productively, be flexible in responding to event disruptions, and handle other essential tasks as assigned
- Ability to work on diverse teams and with a diverse range of audiences, specifically racially, ethnically, and socioeconomically diverse communities

- PA State Act 151 Child Abuse, PA State Act 34 Criminal Background Check and FBI Background check must be obtained within one month of start date (*a finding on the criminal background clearances is not an automatic disqualification, but rather a conversation starter*)

Working Conditions

- 90% field and 10% office; Crew Leaders may be asked to load and unload supplies and equipment before or after volunteer opportunities as well as attend all staff and Stewardship team meetings
- Weekend and evening hours may be asked to facilitate certain events
- Season runs from March to November with an estimated 3-12 hours per month based on events schedule. Friends cannot guarantee a minimum number of hours.

Compensation

This is a seasonal, part-time position starting in March for the 2026 trail season. Crew leaders will be compensated at an hourly rate of \$20. Crew Leaders will report directly to the Trail Stewardship Program Manager.

How to Apply

Interested candidates should send their resume to Ashley Martin, Trail Stewardship Program Manager, at ashley@friendsoftheriverfront.org with "Crew Leader 2026" in the subject line. Applications will be accepted on a rolling basis until position(s) are filled.

As an equal-opportunity employer, Friends of the Riverfront prides itself in celebrating diversity and does not discriminate in any of its programs, policies, procedures, or employment practices on the basis of race, color, national origin or ancestry, citizenship status, religion, sex, pregnancy or related medical condition, gender identity, sexual orientation, age, physical or mental disability, or any other characteristic protected by law. Friends of the Riverfront is a 501(c)(3) Non-Profit Pennsylvania Corporation.