

# FALL CREW LEADER



## UTAH CONSERVATION CORPS

### About the Utah Conservation Corps

The Utah Conservation Corps (UCC) is an AmeriCorps program dedicated to developing the conservation leaders of tomorrow. We're a non-residential AmeriCorps program composed of AmeriCorps members, staff, and partners dedicated to service to our community, environment, and regions requiring disaster response efforts.

Additionally, as an organization, we seek to provide a more welcoming environment for people of all backgrounds and experience levels to ensure a healthy, vibrant, innovative, and sustainable corps. Our goal is not only to encourage and support more diverse populations serving in an inclusive environment within the UCC but to recognize where we fall short and address our shortcomings.

### Position Overview

**Locations:** Logan, Cedar City, and Moab UT

**Duration:** 3 months (August 17-November 12)

**Schedule:** Full-time commitment, hours & schedules vary week to week. Nearly 100% of the time is spent on projects in the field.

**Application:** Submit your application at <https://www.usu.edu/ucc/apply/crew-leader>

*UCC Fall Crew Leaders (CL)* are responsible for facilitating a positive crew member experience by setting an example of enthusiasm throughout work and camp life while leading a 5 to 10-person crew on various conservation-related projects. CL provide direct leadership, mentorship, support, and training for their field crew. CL are also responsible for upholding UCC's values, ensuring that policies and procedures are followed, communicating with project partners, and recording and reporting weekly project outcome data and other documentation.

Typically, crews have 3 to 5 days off in the town of the home base field office. Note: there may be instances when the hitch schedule does not allow for the previously listed number of days off between hitches, or crews may be required to have off days near their project location. Crews are respectfully asked to remain flexible regarding hitch and time off scheduling.

Projects may be urban, backcountry (hiking into the project site, camping away from a vehicle), or front country (driving to the project site daily, camping near a vehicle, or the possibility of non-camping accommodations provided). Weather is variable and work and campsites can range from 2,000-13,000 feet in elevation. **This position is an AmeriCorps term of service that requires a full-time commitment (about 45 hours per week).**

Project work may vary due to seasonality and environmental safety concerns. Projects may include (but are not limited to):

- Trail construction and maintenance
- Invasive species management, including herbicide application
- Habitat restoration
- Fence installation/repair
- Land Management Inventory and Mapping
- Fire fuels reduction
- National Disaster Response efforts
- Community service
- Recreation and facilities maintenance and construction
- Recreation signage repair

*Other:* This position could also be deployed for national disaster relief, outside of the region, for multiple weeks at a time.

## **Responsibilities**

### 1. Conservation Project Management

- Ensure that UCC policies and procedures are being followed at the project site, campsite, and during travel
- Cultivate a safe and productive working environment
- Ensure that the crew is adequately equipped and prepared for project work and working/living conditions, including working through inclement weather and working and living in backcountry settings
- Provide primary in-field leadership to accomplish daily/weekly project outcomes
- Proactively communicate with UCC field staff and project partners about project goals, progress, techniques, problems, etc.
- Ensure that the crew has essential information, tools, and supplies to complete assigned project work, travel to the project site, and camp near the project site.

### 2. Crew Member Mentorship

- Provide in-field guidance, training, and direction to crew members
- Facilitate positive crew dynamics and a communicative atmosphere
- Facilitate conflict management and resolution within the crew
- Document crew member incidents, behaviors related to policy violations, and disciplinary action, and report to field staff in an appropriate and timely manner

- Cultivate a supportive learning environment while on hitch

### 3. Documentation & Reporting

- Timely completion of documentation and reporting as assigned by UCC field staff including, but not limited to:
  - Weekly Progress Reporting
  - Vehicle Inspection
  - Daily Safety logs
  - Incident reports
  - Crew Member check-ins and evaluations
  - Debrief notes
  - Tool and equipment logs
  - Rig-up/De-rig scheduling

### 4. UCC Program Leadership

- Collaborate with co-leaders and field staff to plan, organize, and implement UCC program components, including but not limited to:
  - Summer and Fall crew member trainings
  - Crew rig-up/de-rig
  - Crew debriefs
  - Acting professionally and with a high level of maturity in the front line of uncertainty and discomfort, employing skills of motivation, problem-solving, creativity, and adaptability
  - Conducting risk assessment and management at UCC project and campsites
  - Giving and receiving constructive feedback with field staff in a timely manner

## **Why Work With Us?**

### **Professional Development**

This is an entry-level position. All crew members will be trained in safe and proper tool use and maintenance, project techniques and management, backcountry, and outdoor living. Training topics may include chainsaw and hand tool use, project techniques, and first aid.

This is collaborative work; members will learn to work as a team in areas they might otherwise not have visited, and with people, they may have otherwise not met. They will also have the opportunity to network with project partners, therefore, developing possible future employment opportunities.

### **Compensation & Benefits**

- AmeriCorps Living Allowance of \$825.00 paid twice per month.
- Segal AmeriCorps Education Award, \$1,678.57 (available upon successful completion of term)
- Forbearance on qualifying student loans while in service
- Conservation Leadership Training and Experience
- Wilderness First Responder Certification (~\$800 value)
- Option to qualify through UCC National USFS Chainsaw Program as an A faller, apprentice sawyer
- Utah Non-commercial Pesticide Applicator License
- Member Assistance Program (a mental wellness program)

## **Who Are You?**

As applicant (YOU) understand and accept that the UCC is a career exploration program. Through this experience, you'll find a new level of hard work and determination by working long hours in extreme heat or cold. In the end, you will know you can conquer the hardest obstacles life can throw at you.

### **We are looking for individuals who:**

- Have the desire to work in a dynamic environment and embrace change whether it be project assignments, weather conditions, schedules, fellow crew member assignments, etc.
- Come up with a constructive, solutions-based attitude and are flexible, mature, and dedicated to proactive and professional conflict management and communication.
- Recognize that you will work with others who see the world differently and are willing to accept those differences in alignment with UCC's mission and values of safety, service, community, inclusivity, positivity, and commitment.
- Are service-oriented and committed to public lands and the environment of the Intermountain West and are willing to commit to personal and professional growth while in service.

## **Qualifications**

### *Minimum Requirements*

- Demonstrated outdoor skills
- Camping experience, including backpacking
- Leadership experience and demonstrated leadership skills (teaching, training, or mentoring)
- Conflict management & resolution skills in small groups, including a willingness to accept differences
- High degree of maturity & professionalism
- Commitment to personal and professional growth
- Employ proactive, active, and effective communication with crew members and field staff
- Exceptional work ethic and time management skills in completing assigned projects and tasks
- Flexibility, ability, and desire to work in a dynamic environment and embrace change
- Commitment to thinking creatively, adapting, adjusting, and problem-solving to manage a crew and project assignments
- Ability to work a varying and irregular schedule
- Desire to live and work out of a tent in all weather conditions
- Willingness and physical ability to work on a variety of conservation projects, which may include 12-hour days using chainsaws, hand tools, applying herbicide, etc.
- Alignment to UCC mission and values of safety, service, community, inclusivity, positivity, and commitment
- Willingness and ability to complete all aspects of the program including conservation projects, training, and National Service. Members must commit to participating in all crew activities, including service days in local communities where applicable.
- At least 21 years of age

- U.S. Citizen or Permanent Resident
- Eligible to enroll in an AmeriCorps term of service
- Agree to undergo a National Criminal History Check
- Have a high school diploma or GED

#### *Preferred Requirements*

- Previous conservation corps, public lands management, or similar experience
- Chainsaw experience
- Trail maintenance and construction experience

#### *Other Considerations*

Participants must supply their own **personal outdoor gear and equipment** such as a tent, sleeping bag, sleeping pad, day pack, multi-day pack, work pants, work boots, etc. A recommended gear list will be provided before starting the term of service. Crew Members receive a living allowance for buying their own **food** for project time and off time and **arranging for housing and transportation** during off time.

Note: UCC will provide project tools, personal protective gear, crew kitchen kit (stove, fuel, cooking and serving supplies), and transportation to and from projects. UCC participants are eligible for pro-deals.

## **How to Join**

Complete the UCC Online Application found at <https://www.usu.edu/ucc/apply/crew-leader>

You are required to attach a resume and a list of 3 professional references (phone and email) to the online application. Positions open until filled.

Research shows that candidates from underrepresented populations often don't apply for positions if they don't meet most of the position qualifications and skillsets. **UCC strongly encourages you to apply if you are interested!**

### **Diversity Statement**

The UCC is an equal opportunity program. Applicants will receive consideration without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran, or disabled status. UCC is committed to providing reasonable accommodations for application and service with our programs. Find out more [HERE](#).

## **UCC's Zero Tolerance Policies**

The following behaviors will result in immediate termination. At no time may the UCC AmeriCorps member:

- Engage in activities that pose a significant safety risk to others or physically or emotionally damage members of the program, or community such as harassment, hostile work environment, or bullying.
- Possess, consume, or be under the influence of illegal drugs or alcohol during the performance of service activities or while living and working at the UCC project site, campsite, or in UCC vehicles (which includes showing up to work hungover);
- Fail to notify the UCC of a criminal arrest or conviction during their term of service.