

# 2024 AmeriCorps 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, the 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. The UCC is committed to an inclusive culture of community and service and to recognizing and addressing our shortcomings. Our goal is to help our members become the conservation leaders of tomorrow.

### Position Overview

- Field Office Locations:
  - Logan
  - Cedar City
  - Moab
- Term of Service Dates February 22 – November 23
- Schedule: Full-time commitment, hours & schedules vary from week to week with extended travel up to 10 days.
- Application: [https://usu.co1.qualtrics.com/jfe/form/SV\\_9pj4OZvVFtZjvLg](https://usu.co1.qualtrics.com/jfe/form/SV_9pj4OZvVFtZjvLg) – This link will take you to an external website, please read the full position description before completing the application.
  - Applications will be reviewed on an ongoing basis.

Crew Leaders (CLs) will lead 5–10 person crews on various conservation-related projects. CLs are responsible for facilitating a positive crew member experience by setting an example of enthusiasm throughout work and camp life. They provide leadership, mentorship, support, and training for their crew. They are expected to uphold and follow UCC's values, ensure policies and procedures are followed, communicate with project partners, and record and report weekly project outcome data and other documentation.

We seek team members who:

- Are creative problem solvers
- Speak and act professionally, with a high level of maturity when faced with uncertainty and discomfort
- Have the ability to lead and to motivate self and others
- Communicate effectively
- Can adapt to changing circumstances
- Are passionate about conservation work
- Desire to provide mentorship for emerging conservation leaders

The CL term of service is approximately 9 months, spanning 3 field seasons (Spring, Summer, and Fall). This position involves frequent travel, camping, irregular hours, and a varying weekly schedule.

## **Projects & Schedule**

UCC operates three 12-week field seasons throughout the year. The CL begins their term of service in the spring with intensive training in conservation, leadership, outdoor living, and Wilderness First Responder. The remainder of the Spring season is dedicated to development through experience, training, and peer-led project work. During this time, CLs become familiar with their responsibilities, learn proper tool use and techniques, and participate in conservation projects under the leadership of Field Logistics Technicians (FLT) and other field staff.

Upon demonstration of essential competencies, CLs will assume responsibility for leadership of their crew for the Summer and Fall season. CLs may be assigned to co-leadership duties, depending on project needs.

Crews serve on projects in a variety of locations. Field projects may be in the backcountry (hiking into the project site, camping away from a vehicle) or frontcountry (such as driving to the project site daily, camping at the vehicle, or non-camping lodging). Projects may also be urban (located in a city or town) or rural (located in national parks, forests, etc. with limited access to facilities and resources).

Project work may include (but is not limited to):

- Trail construction and maintenance
- Invasive species management, including herbicide application
- Habitat restoration
- Fence installation and repair
- Land management inventory and mapping
- National disaster response efforts
- Community service
- Recreation and facilities maintenance and construction
- Recreation signage repair

The schedules for crews in the field will change from project to project. Crews generally serve 10 hours a day (some days may be up to 12 hours including travel) on a 4-9 day "hitch" while camping in front and backcountry settings. Typically, crews will have 3-5 days off between hitches. Daily schedules will include two 15-minute breaks and one 30-minute lunch. (The 30-minute lunch break does not count toward term of service hours.)

The Crew Leader position is an AmeriCorps term requiring a full-time, nine-month commitment.

## **Responsibilities**

### 1. Conservation Project Management

- Ensure that UCC policies and procedures are followed at the project site, campsite, and during travel

- Conduct risk assessment and management at project and campsites
- Prepare crew members for project work and outdoor living, including working, camping, and traveling through inclement weather
- Lead crew to accomplish daily and weekly project outcomes
- Proactively communicate with field staff and project partners about project goals, progress, techniques, problems, etc.
- Equip the crew with essential information, tools, first aid kits, and supplies for assigned project work, travel, and camping
- Track, maintain, and repair tools and equipment
- Monitor rig and de-rig processes and procedures

## 2. Crew Member Mentorship

- Cultivate a safe and productive environment at work and camp
- Assist FLT's and field staff with Summer and Fall crew member training
- Provide in-field guidance, training, and direction to crew members
- Establish positive crew dynamics and a communicative atmosphere
- Foster a supportive learning environment
- Facilitate conflict management and resolution within the crew
- Document and report incidents and policy violations to field staff in an appropriate and timely manner

## 3. Documentation & Reporting

- Complete documentation and reporting on time and as assigned by field staff including, but not limited to:
  - Weekly Progress Reporting
  - Vehicle Inspection
  - Daily Safety Logs
  - Incident Reports
  - Debrief Notes
  - Tool and Equipment Logs
  - Rig-up/De-rig Scheduling

## **Who Are You?**

The UCC is for people who are passionate about the outdoors, conservation, service, and education. Our members have the opportunity to go new places, meet new people, learn new skills, explore careers, and connect with potential employers.

## **Qualifications**

- Experience with group communication, conflict management & resolution
- Maturity & professionalism in an environment with irregular and changing schedules
- Self-motivated with a commitment to personal and professional growth

- Alignment to UCC’s mission and values of safety, service, community, inclusivity, positivity, and commitment
- 3 months leadership or supervisory experience in a team or crew-based setting
- Demonstrated outdoor/camping skills
- U.S. Citizen or Permanent Resident
- Have a high school diploma or GED
- Eligible to enroll in an AmeriCorps term of service
- Pass a National Service Criminal History Check

### *Preferred*

- Trail maintenance and construction experience
- Chainsaw training and experience
- Previous experience in conservation corps, public lands management, or work in similar fields
- Ability to communicate professionally and effectively with administrators, supervisors, and peers
- Experience working with and demonstrating leadership in diverse communities

Note: 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. Members are eligible for a uniform reimbursement up to \$150. A recommended gear-list will be provided prior to starting the term of service. 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.

## **Why Join Us?**

Through this experience, you will find a new level of hard work and determination by working long hours, oftentimes in challenging conditions. You’ll learn what it really means to be part of a team. You will create friendships and connections that will last a lifetime. In the end, you will gain the confidence and knowledge that you can and will conquer the hardest obstacles life throws at you.

## **Professional Development**

All crew members will be trained in safe and proper tool use and maintenance, project techniques and management, backcountry, and outdoor living. Training topics and certifications may include chainsaw and hand tool use, project techniques, and first aid. Members will also have the opportunity to network with project partners, thereby developing possible future employment opportunities.

## **Compensation & Benefits**

- AmeriCorps living allowance of \$1,444.73 paid 2x per month; total \$27,450. Note: this is taxable income.
- Segal AmeriCorps Education Award, \$6,895.00 (available upon successful completion of term)
  - Learn more about how you can use your Education Award  
<https://americorps.gov/members-volunteers/segal-ameri-corps-education-award>

- Health Insurance benefit of up to \$100 a month on new plans through the Marketplace on [Healthcare.gov](https://www.healthcare.gov)
- Professional Development Training Fund: \$250.00 available for use during term of service for approved conservation skills and leadership trainings
- Forbearance on qualifying student loans while in service
- Conservation leadership experience
- Wilderness First Responder Certification (~\$800 value)
- Chainsaw training with the 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)
- \$150 reimbursement uniform reimbursement (boots/pants) for a 1700hr term

### **To Apply**

Click link below to complete UCC Crew Leader Application:

[https://usu.co1.qualtrics.com/jfe/form/SV\\_9pj4OZvFtZjvLg](https://usu.co1.qualtrics.com/jfe/form/SV_9pj4OZvFtZjvLg)

You are required to attach a resume and cover letter to your online application.

\*\*Cover letters should describe the following:

- Why you want to serve with Utah Conservation Corps
- Your experience working within a group, including leadership roles (leadership does not need to be a paid position)
- Other qualifications relating to the Crew Leader position

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

Applications will be reviewed on an ongoing basis.

### **Diversity Statement**

Utah Conservation Corps is an equal opportunity program. Qualified 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.

### **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

### **Land Acknowledgement Statement**

As part of Utah State University, a land grant-institution, UCC acknowledges Utah State University campuses and centers reside and operate on the territories of the eight tribes of Utah, who have been living, working, and residing on this land from time immemorial. These tribes are the Confederated Tribes of the Goshute Indians, Navajo Nation, Ute Indian Tribe, Northwestern Band of Shoshone, Paiute Indian Tribe of Utah, San Juan Southern Paiute, Skull Valley Band of Goshute, and White Mesa Band of the Ute Mountain Ute. Along with USU, we acknowledge these lands carry the stories of these Nations and their struggles for survival and identity. We recognize Elders past and present as peoples who have cared for, and continue to care for, the land. In offering this land acknowledgment, we affirm Indigenous self-governance history, experiences, and resiliency of the Native people who are still here today.