



UTAH CONSERVATION CORPS

2027 AmeriCorps Crew Leader

About the Utah Conservation Corps

The Utah Conservation Corps (UCC) is an AmeriCorps program dedicated to developing the conservation leaders of tomorrow. We engage in projects throughout the state and region that address goals relating to environmental conservation, leadership, and education while providing hands-on training and skills to members as we help build the next generation of America's workforce. Our vision is to create thriving communities and conserve the natural heritage of Utah and the Intermountain West. The UCC supports Utah's pride in our tradition of service and volunteerism to get things done.

Position Overview

- Field Office Locations:
 - Logan
 - Cedar City
 - Moab
- Term of Service Dates: February 8, 2027 – November 22, 2027
- Service hours required: 1700 minimum
- Schedule: Full-time commitment, hours and schedules vary from week to week
- No time off may be taken during trainings or during first and last hitch of the term of service
- Application: See below for link.

Crew Leaders (CLs) will lead 4–10 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, and conduct themselves with a high level of maturity
- Approach uncertainty and discomfort with a positive mindset
- 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 10 months, spanning 3 field seasons (Spring, Summer, and Fall). This position involves frequent travel, camping, irregular hours, and a varying weekly schedule. The AmeriCorps Crew Leaders will be supervised by the UCC Field Staff.

Projects and Schedule

UCC operates three field seasons throughout the year. During spring, CLs begin with intensive training in conservation, leadership, outdoor living, and Wilderness First Responder certification. The remainder of the Spring season is dedicated to development through experience, hands-on 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 supervision of field staff. Upon demonstration of essential competencies, CLs will assume responsibility for leadership of crews for the Spring, Summer, and Fall seasons. 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 backcountry (hiking into the project site, camping away from a vehicle) or front country (driving to the project site daily, camping at the vehicle, or non-camp lodging). Projects may be urban (located in a city or town) or rural (located in national parks, forests, etc. with limited access to facilities and services). Project work will 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/removal
- Land management inventory and mapping
- Recreational facilities maintenance and construction
- Recreation signage repair
- Community service
- National disaster response efforts

Every crew will have unique projects and travel schedules. Crews may be on 'hitch' for 4-14 days, working 10-hours/day (some days may be up to 12 hours/day), while camping in front and backcountry settings. Typically, crews will have 3-5 days off between hitches. Crews should expect project schedules and project work to vary. Days will include two 15-minute breaks and one 30-minute lunch. The 30-minute lunch break does not count toward service hours.

Crew Leaders may be deployed on AmeriCorps Disaster Response Team mission assignments to support preparedness, response, and recovery activities in communities impacted by disasters.

The Crew Leader position is an AmeriCorps 1700 hour term requiring a full-time commitment during the field season.

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, including 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
- 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 communication and conflict management within the crew
- Document and report incidents and policy violations to UCC 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

Qualifications

Minimum

- Experience with group communication, conflict management, and resolution
- Adaptability in an environment with irregular and changing schedules
- Maturity and self-motivation, with a commitment to personal and professional growth
- Alignment with UCC's mission and values of safety, service, community, inclusivity, positivity, and engagement
- 3 months leadership or supervisory experience in a team or crew-based setting
- Demonstrated outdoor/camping skills
- Must be at least 18 years of age 3 weeks prior to start date (to allow for background check)
- 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 and demonstrated leadership in diverse settings

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?

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.

Through this experience, you will find a new level of hard work and determination by working long hours, oftentimes in challenging conditions. You will 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.

Compensation and Benefits

- Living allowance of \$1,400.00 paid twice per month. 19 living allowance payments in term (Note: this is taxable income)
- Segal AmeriCorps Education Award, \$7,395.00 (available upon successful completion of term)
 - Learn more about how you can [use your Education Award](#)
- Health Insurance benefit of up to \$100 a month on new plans through the Marketplace on [Healthcare.gov](#)
- 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 and life coaching program)
- \$150 reimbursement uniform reimbursement (boots/pants) for a 1700hr term

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.

To Apply

Click link below or use the QR code to complete UCC 2027 Crew Leader application:



https://usu.co1.qualtrics.com/jfe/form/SV_6RPlybEujq5zleS

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 experience does not need to be a paid position)
- Any other qualifications relating to the Crew Leader position

Equal Opportunity Program

Utah Conservation Corps is an equal opportunity program. Utah Conservation Corps and AmeriCorps do not discriminate on the basis of race, sex, gender, national origin, color, political affiliation, religion, age or disability.

UCC is committed to providing reasonable accommodations for application and service with our programs. To request reasonable accommodation please visit <https://www.usu.edu/hr/current-employees/ada/>

Utah Conservation Corps Zero Tolerance Policy

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

1. Engage in activities that pose a significant emotional or physical safety risk to others, including harassment, creating a hostile work environment, or bullying.
2. 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, camp site, or in UCC vehicles.
3. Fail to notify UCC of a criminal arrest or conviction during the term of service.

AmeriCorps Members as Team Leaders. Programs may create positions where AmeriCorps members provide an additional layer of leadership and support for members under certain conditions. All the activities and prohibitions that apply to AmeriCorps members also apply to Team Leaders. Team Leaders are not permitted to act in a staff capacity, including supervising members. Team Leaders must not be responsible for program development and coordination; however, they may assist by providing information and resources on best practices or by helping to develop portions of the program such as the training curriculum. Under no circumstances should an AmeriCorps member serving as a Team Leader be the individual legally responsible for the program or other members.

Unallowable Team Leader activities include: signing member timesheets; evaluating member performance; disciplining AmeriCorps members; enrolling/dismissing AmeriCorps members; writing and/or signing program reports; managing the program's payroll and budget.

PROHIBITED ACTIVITIES & PRACTICES



UServeUtah

PROHIBITED ACTIVITIES* 45 §CFR 2520.65

While charging time to the AmeriCorps program, accumulating service or training hours, or otherwise performing activities supported by the AmeriCorps program or the AmeriCorps agency, staff and members may not engage in the following activities:

1. Attempting to influence legislation;
2. Organizing or engaging in protests, petitions, boycotts, or strikes;
3. Assisting, promoting, or deterring union organizing;
4. Impairing existing contracts for services or collective bargaining agreements;
5. Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office;
6. Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials;
7. Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization;
8. Providing a direct benefit to—
 - a. A business organized for profit;
 - b. A labor union;
 - c. A partisan political organization;
 - d. A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 related to engaging in political activities or substantial amount of lobbying except that nothing in these provisions shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative; and
 - e. An organization engaged in the religious activities described in paragraph 7 above, unless AmeriCorps assistance is not used to support those religious activities;
9. Conducting a voter registration drive or using AmeriCorps funds to conduct a voter registration drive;
10. Providing abortion services or referrals for receipt of such services; and
11. Such other activities as AmeriCorps may prohibit*.

In addition to the above activities, the below activities are expressly prohibited:

1. **Census Activities***: AmeriCorps members and volunteers associated with AmeriCorps grants may not engage in census activities during service hours. Being a census taker during service hours is categorically prohibited. Census-related activities (e.g., promotion of the Census, education about the importance of the Census) do not align with AmeriCorps State and National objectives. What members and volunteers do on their own time is up to them, consistent with program policies about outside employment and activities.
2. **Election and Polling Activities***: AmeriCorps members may not provide services for election or polling locations or in support of such activities.
3. **Fundraising limitations****: AmeriCorps members cannot serve more than 10% of their hours on fundraising. They also may not raise funds for living allowances or an organization's general (as opposed to project/program) operating expenses or endowment.
4. **Grant writing****: AmeriCorps members cannot serve hours while writing grant applications for any Federal agency including AmeriCorps.

All locations where members serve should post a list of the prohibited activities, when possible.

*As prohibited in the 2024 Terms and Conditions for AmeriCorps State and National Grants

**As prohibited in the UServeUtah AmeriCorps Program Directors Manual

AmeriCorps members may not engage in the above activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in one of the activities listed above. Individuals may exercise their rights as private citizens and may participate in the activities listed above on their initiative, on non-AmeriCorps time, and using non-AmeriCorps funds. Individuals should not wear the AmeriCorps logo while doing engaging in any of the above activities on their personal time.

SUPLANTATION

45 §CFR 2540.100

Supplantation. Corporation assistance may not be used to replace State and local public funds that had been used to support programs of the type eligible to receive Corporation support. For any given program, this condition will be satisfied if the aggregate non-Federal public expenditure for that program in the fiscal year that support is to be provided is not less than the previous fiscal year.

NONDUPLICATION

45 §CFR 2540.100

Nonduplication. Corporation assistance may not be used to duplicate an activity that is already available in the locality of a program. And, unless the requirements of paragraph (f – Nondisplacement) of this section are met, Corporation assistance will not be provided to a private nonprofit entity to conduct activities that are the same or substantially equivalent to activities provided by a State or local government agency in which such entity resides.

NONDISPLACEMENT

45 §CFR 2540.100

1. An employer may not displace an employee or position, including partial displacement such as reduction in hours, wages, or employment benefits, as a result of the use by such employer of a participant in a program receiving Corporation assistance.
2. An organization may not displace a volunteer by using a participant in a program receiving Corporation assistance.
3. A service opportunity will not be created under this chapter that will infringe in any manner on the promotional opportunity of an employed individual.
4. A participant in a program receiving Corporation assistance may not perform any services or duties or engage in activities that would otherwise be performed by an employee as part of the assigned duties of such employee.
5. A participant in any program receiving assistance under this chapter may not perform any services or duties, or engage in activities, that:
 - i. Will supplant the hiring of employed workers; or
 - ii. Are services, duties, or activities with respect to which an individual has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures.
6. A participant in any program receiving assistance under this chapter may not perform services or duties that have been performed by or were assigned to any:
 - i. Presently employed worker;
 - ii. Employee who recently resigned or was discharged;
 - iii. Employee who is subject to a reduction in force or who has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures;
 - iv. Employee who is on leave (terminal, temporary, vacation, emergency, or sick); or
 - v. Employee who is on strike or who is being locked out.