

2023 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 goals are to encourage and support more diverse populations serving in an inclusive environment within the UCC and to recognize where we fall short and address our shortcomings.

Position Overview

- Field Office Locations: Logan, Cedar City, or Moab, Utah
- Term of Service Dates: February 20 – November 19 (exact start/end date negotiable)
- Schedule: Full-time commitment, hours & schedule vary week to week. Majority of time is spent on projects in the field.
- Application: Complete the following application (see more details below) https://usu.co1.qualtrics.com/jfe/form/SV_8eUXBytc5INQboG. Applications will be reviewed on an ongoing basis starting 10/31/2022.

Crew Leaders (CLs) 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. CLs provide direct leadership, mentorship, support, and training for their field crew. They must act professionally, with a high level of maturity when faced with uncertainty and discomfort. CLs should be able to motivate, creatively problem-solve, and adapt to changing circumstances. CLs 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.

The CL term of service is approximately 9 months, spanning 3 field seasons (Spring, Summer, Fall). This position involves frequent travel, camping, irregular hours, and a varying weekly schedule. The CL must have strong leadership and communication skills, flexibility, capacity for self-direction, a passion for conservation work, and a desire to provide mentorship to emerging conservation leaders.

Projects & Schedule

UCC operates three 12-week field seasons throughout the year. The CL begins their term of service in the spring with conservation, leadership, outdoor living, and Wilderness First Responder training. The Spring season is dedicated to development through formal 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 direction of Field Logistics Technicians and other field staff.

Upon demonstration of essential competencies, CLs will receive an increase in their living stipend for the Summer and Fall seasons when they assume responsibility for leadership of 5 to 10-person crew on various conservation projects. Note: CLs may be assigned to co-lead in collaboration with another CL depending on project needs.

Field projects may be backcountry (hiking into the project site, camping away from a vehicle) or front country (such as driving to the project site daily, camping at the vehicle, or non-camping 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 resources). 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

Generally, crews work a 9-day or 4-day, 10-hour/day (some days may be up to 12 hours) 'hitch' schedule, while camping in front and backcountry settings. Typically, crews will have 3-5 days off between hitches. Days will include two 15-minute breaks and one 30-minute lunch. Crews should expect schedules and project work to vary.

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, camp site, and during travel
- Cultivate a safe and productive environment at work and camp
- 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

2. Crew Member Mentorship

- 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
- Cultivate a supportive learning environment
- Facilitate conflict management and resolution within the crew

- Document and report crew member incidents, policy violations, and disciplinary action to field staff in an appropriate and timely manner

3. Documentation & Reporting

- Timely completion of documentation and reporting as assigned by 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

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, oftentimes in challenging conditions. In the end, you will know you can conquer the hardest obstacles life can throw at you.

Qualifications

- Trail maintenance and construction experience
- Chainsaw training and experience
- 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
- U.S. Citizen or Permanent Resident
- Have a high school diploma or GED
- Eligible to enroll in an AmeriCorps term of service
- Agree to undergo a National Criminal History Check
- 6 months minimum leadership or supervisory experience in a team or crew-based setting
- Demonstrated outdoor/camping skills (guiding, conservation work, front country/backcountry skills – volunteer/informal/formal)

Preferred

- 6 months experience in conservation corps, public lands management, or work in similar fields
- Employ effective communication with all levels of UCC members, staff, and administration

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. 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 Work For Us?

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 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, thereby developing possible future employment opportunities.

Compensation & Benefits

- AmeriCorps living allowance of \$825 paid twice per month for Spring; Increased to \$1,000 paid twice per month for Summer and Fall.
- Segal AmeriCorps Education Award, \$6,495.00 (available upon successful completion of term)
 - Learn more about how you can use your Education Award
<https://americorps.gov/members-volunteers/segal-americorps-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 available for use during term of service
- 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)

To Apply

Complete the UCC the following Application

https://usu.co1.qualtrics.com/jfe/form/SV_8eUXBytc5INQboG

You are required to attach a resume, cover letter, and a list of 3 professional references (phone and email) to the 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
- 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 starting 10/31/2022.

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

