2021 AMERICORPS
FIELD CREW LEADER

The Utah Conservation Corps (UCC) is an AmeriCorps program dedicated to developing the conservation leaders of tomorrow.

Field Office Locations: Logan, Cedar City, Moab UT

Position Dates: March – November 21, 2021 (start date may be as early as March 1)

Schedule: Full-time commitment, hours & schedule vary week to week (average 45-55 hrs)
Nearly 100% time spent in the field with significant travel between project sites and field office.

Application: Submit your application on http://ucc.usu.edu/crewleaderapplication
Application review begins 9/7/2020 and will continue through January 2021. Positions open until filled.

POSITION DESCRIPTION

The UCC Crew Leader is an AmeriCorps position where the member participates in leadership skills development during the spring field season (as a Crew Leader Candidate) and then provides direct leadership, mentorship, and teaching for a UCC field crew during the summer and fall field seasons.

During the spring season, the Crew Leader Candidate participates in essential hard skills and people skills trainings and completes conservation projects as part of a team of crew leader-trainees. Field staff and Field Bosses provide extra attention to debriefing crew leadership scenarios, helping leaders refine tool and project techniques, attending to areas of individual growth, and teaching the full responsibilities of the Crew Leader position. Crew Leader Candidates will be evaluated throughout the spring season and will only be promoted into the full leadership role upon demonstrating essential competencies.

During summer and fall seasons, Crew Leaders are responsible for preparing and leading a 5-10 person crew on various conservation-related projects. Crew Leaders are also responsible for upholding UCC values, ensuring that UCC policies and procedures are followed, communicating with project sponsors, and recording and reporting important weekly project outcome data and other documentation. See “Responsibilities” section.

Field crews are assigned to a variety of conservation-related projects located across the state of Utah. Projects can be rural, remote, backcountry or urban and may or may not include habitat restoration, invasive plant removal, fence building, trail improvement, forest fire fuels reduction, surveying, mapping, and more!
Each crew has unique project and travel schedules. Crew Leader Candidates will be trained in how to conduct assigned project work. Field crews generally camp near project sites and return to their field office location for off time between project weeks. Crew Leaders are expected to have a place of residence near their field office location.

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

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**RESPONSIBILITIES**

1. Conservation Project Management

   - Ensure that UCC policies and procedures are being followed at the project site, camp site, and during travel
   - Ensure a safe 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 partner (agency) staff about project goals, progress, techniques, problems, etc.
   - Ensure that the crew has essential information, tools and supplies to complete assigned project work, travel to project site, and camp near project site.

2. Crew Member Mentorship

   - Provide in-field guidance, training, and direction to crew members
   - Facilitate positive crew dynamics and crew member development
   - Facilitate conflict management and resolution within the crew
   - Document crew member incidents and behaviors related to policy violations and disciplinary action; report to field staff in an appropriate and timely manner
   - Proactively communicate with field staff about crew dynamics
   - Lead and/or facilitate weekly environmental education hours

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
4. UCC Program Leadership

- Work with co-leaders, field bosses, 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
- Act 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
- Collaborate and communicate with field staff to conduct risk assessment and management at UCC project and campsites
- Give and receive constructive feedback with field staff in a timely manner

5. Other duties, as assigned

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QUALIFICATIONS

- Leadership experience and demonstrated leadership skills
- Teaching, training, and mentoring
- Conflict management & resolution
- Effective communication & interpersonal Skills
- High degree of maturity & professionalism
- Previous conservation corps, public lands management, or similar experience (required)
- Chainsaw experience (preferred)
- Trail maintenance and construction experience (preferred)
- Demonstrated outdoor skills (required)
- Camping experience, including backpacking (required)
- Alignment to UCC mission and values of safety, service, community, inclusivity, positivity, and commitment

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REQUIREMENTS

- Support of UCC Mission & Values and a positive attitude
- Commitment to personal and professional growth
- Flexibility - ability and desire to work in a dynamic environment and embrace change
- Ability and willingness to think creatively, adapt, adjust, and problem solve in order to manage a crew and project assignments
- Ability and willingness to work an irregular schedule
- Ability, willingness, and desire to live out of a tent and work 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.
• Employ proactive, active, and effective communication
• Exceptional work ethic and diligence in completing assigned projects and tasks
• Demonstrated maturity
• At least 21 years of age
• U.S. Citizen or Permanent Resident
• Eligible to enroll in AmeriCorps
• Undergo a National Criminal History Check

BENEFITS
• AmeriCorps Living Allowance of $725.00 paid twice per month for spring; Increased to $825.00 paid twice per month for summer and fall.
• AmeriCorps Education Award, $6,195.00 (available upon successful completion of term)
• Health Insurance benefit of up to $100.00 a month on new plans through the Marketplace on Healthcare.gov
• Forbearance on qualifying student loans while in service
• Conservation Leadership Training and Experience
• First Aid Certification (upon successful completion of term of service)
• Advanced chainsaw training
• Utah Herbicide Applicator License
• Networking with Land Management Agency professionals

TO APPLY
Complete the UCC Online Application found at [http://ucc.usu.edu/crewleaderapplication](http://ucc.usu.edu/crewleaderapplication)

*You are required to attach a resume, and a list of 3 professional references to the online application.*

Application review begins 9/7/2020 and will continue through January 2021. Positions open until filled.

_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._

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**UCC’s Mission**

To develop the conservation leaders of tomorrow.

**UCC’s Values & Culture Statement**

Utah Conservation Corps is committed to an inclusive culture of community service in a safe and positive environment.
UCC’s Zero Tolerance Policies

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

i. 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

ii. 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 (which includes showing up to work hung over)

iii. Fail to notify the UCC of a criminal arrest or conviction during their term of service.