AmeriCorps Salt Lake City Crew Leader
2020 Greater Salt Lake Area Restoration Crew

The Utah Conservation Corps (UCC) is an AmeriCorps program dedicated to developing the conservation leaders of tomorrow while improving the quality of public lands through partnership projects.

Position Information

Term Dates: Variable:

10-Month Commitment: February 24-November 20, 2020—The successful candidate will be based out of the Logan Office during the Spring and Fall seasons and travel extensively. During the summer season, the candidate will be based in and maintain a local residence in the Salt Lake City area.

6-Month Commitment: February 24-August 29, 2020—The successful candidate will be based out of the Logan Office during the Spring season and travel extensively. During the summer season, the candidate will be based in and maintain a local residence in the Salt Lake City area.

3-Month Commitment: May 24-August 29, 2020—The successful candidate will be based in and maintain a local residence in the Salt Lake City area.

Location(s): ***Position based in Salt Lake City, UT. Project sites are in the SLC vicinity.

Schedule: Full-time commitment, hours & schedule vary week to week (45-55 hrs). Nearly 100% time spent in the field.

Application: Submit the online application at: https://www.ucc.usu.edu/CrewLeaderApplication

Position Description

The UCC Crew Leader is an AmeriCorps position that takes on direct leadership of a UCC field crew while coordinating directly with partners to implement restoration project work in an urban setting. Crew Leaders are fully responsible for preparing and leading four additional members in conservation project work, as well as upholding UCC values, ensuring that UCC policies and procedures are followed, facilitating debriefs with their crew, communicating with project partners, and recording & reporting important weekly project outcome data and other documentation.

The SLC crew is an inhouse operation based within the Utah Department of Natural Resources and will have minimal interaction with UCC staff—coordinating extensively with project
Therefore, the successful candidate must demonstrate a high level of maturity, initiative, decision making skills, and independence.

The selected candidate will be based in Salt Lake City for the summer season and must demonstrate a commitment to urban conservation and the living/working conditions—a 3-month minimum commitment. The successful candidate must also take up residence in the SLC area during the summer season. The successful candidate must also be flexible and open to travel and camping, as needed. 80% of the project work is local and crew members will return home each night (M-Th, 10-hour days). 20% of the project work requires travel, camping, and working eight to nine days consecutively (10-hour days). The aforementioned percentages are approximate and can change.

The crew will be partnering with Forestry, Fire, and State Lands (FFSL) and the Utah Reclamation Mitigation and Conservation Commission (URMCC) to complete project work during the 10-week summer season. Project work includes but is not limited to plant identification, mapping, native species planting, watering and care, invasive plant management, boardwalk construction, rock pillar repair, trail maintenance, fencing, interpretative signage (installation and/or maintenance), and recreational access improvement. The crew will be trained in hand tool use, trails techniques, and herbicide application.

The candidate may choose to commit to a longer term of service but understands that they will be serving alongside Logan-based crews during the Spring/Fall seasons. Benefits of serving during the spring season include increased leadership and technical skills training. During the spring season, the successful candidate participates in essential hard and soft skills trainings and completes conservation projects as part of a crew of crew leader-trainees. Field staff give 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 trainees will be evaluated throughout the spring season and will only be promoted into the full leadership role upon demonstrating essential competencies.

Responsibilities

1. Conservation Project Leadership
   - Ensure that UCC policies and procedures are being followed.
   - Ensure a safe work environment.
   - Ensure that the crew is adequately equipped and prepared for project work and working/living conditions, including working through inclement weather.
   - Provide primary in-field leadership to accomplish daily/weekly project outcomes.
   - Will be the primary point of contact with 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, and travel to project site.

2. Crew Member Leadership & Development
   - 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.
• Communicate with field staff about crew dynamics.

3. Documentation & Reporting
• Complete documentation and reporting as assigned by UCC field staff including, but not limited to:
  i. IPT hours
  ii. Weekly Progress Reporting (mapping, reports, and other data)
  iii. Vehicle Inspection
  iv. Daily Safety logs
  v. Incident reports
  vi. Crew Member check-ins and evaluations
  vii. Debrief notes
  viii. Tool and equipment logs

4. UCC Program Leadership
• Act in the front line of uncertainty and discomfort employing skills of motivation, problem-solving, creativity, and adaptability.
• Collaborate and communicate with field staff and/or partners to conduct risk assessment and management at UCC project sites.
• Give and receive constructive feedback in a timely manner.

5. Other
• Other duties, as assigned.

Qualifications
• Leadership experience and demonstrated leadership skills.
  o Teaching, training, and mentoring.
  o Conflict management & resolution.
  o Effective communication & interpersonal skills.
• Previous conservation corps, public lands agency, or similar experience.
• Demonstrated outdoor skills.
• Alignment to UCC mission and values of safety, service, community, inclusivity, positivity, and commitment (see full mission and values statements at the end of this document).

Requirements
• Support of UCC Mission & Values and a positive, “getting things done for America” attitude.
• Commitment to crew member development.
• Flexibility – ability and desire to work in a dynamic environment and take on change.
• Ability and willingness to think creatively, adapt, adjust, and problem solve in order to complete project assignments.
• Ability and willingness to work an irregular schedule.
• Ability, willingness, and desire to work in a variety of weather conditions.
- Willingness and physical ability to work on a variety of conservation projects, which may include, but is not limited to, 8-12-hour days using, iPads, a variety of hand tools, and/or applying herbicide.
- Employ proactive, active, and effective communication.
- Maturity.
- At least 21 years of age.
- U.S. Citizen or Permanent Resident.
- Proof of a valid driver’s license.
- Eligible to enroll in AmeriCorps.
- Undergo a National Criminal History Check

Benefits

- AmeriCorps Living Allowance *paid twice per month*:
  - 10-Month Commitment: Spring-$775.00 Summer/Fall-$875.00
  - 6-Month Commitment: Spring-$775.00 Summer-$875.00
  - 3-Month Commitment: Summer only $775.00
- AmeriCorps Education Award:
  - 10-Month Commitment $6,095.00
  - 6-Month Commitment $3,047.50
  - 3-Month Commitment $1,612.43
- Wilderness First Responder Certification (Training occurs during Spring season only)
- Advanced Chainsaw training (Training occurs during Spring season only)
- Project & tool specific training (ex. Trail building, hand tools, etc.)
- Experience, career exploration, and networking

To Apply

Complete the UCC Online Application found at [www.utahconservationcorps.org](http://www.utahconservationcorps.org).
*You will need to attach a resume and list of 3 professional references to the online application.*

Positions are open until filled.

Recruitment Contact
Sarah Haderlie
Recruitment Coordinator
[sarah.haderlie@usu.edu](mailto:sarah.haderlie@usu.edu)
(435) 797-0964

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UCC’s Mission

“Utah Conservation Corps develops 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:
1) Engage in activities that pose a significant emotional or physical safety risk to others, including harassment, 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.

*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.*