**Job Description**

**Title:** Multi-Watershed Monitoring Crew Leader

**Dates of Employment**: March 22, 2021 – October 29, 2021

**Status:** Seasonal, Full-time, Non-Exempt

**Location:** Based out of Durango, CO. Working in SW Colorado, Arizona, and Utah

**Salary:** $700 / week

**Benefits:**

Health Benefit Eligible

Uniforms, Personal Protective Equipment and Food while in field

Training in multiple rapid vegetation monitoring protocols

**Deadline:** open until filled

**Program Summary:**

The Southwest Conservation Corps (SCC) is a program of the non-profit service organization, Conservation Legacy, that is built on the legacy of the Civilian Conservation Corps (CCC) that operated from 1933 – 1942. SCC provides youth and young adults opportunities to complete conservation projects on public lands. While serving with SCC, members receive training on job skills, conflict resolution, leadership, teamwork, and environmental stewardship. Programs are developed using a step ladder approach to provide a progression of skill development based on a member’s needs. Members receive a weekly living allowance, training, and an AmeriCorps Education Award (for qualifying individuals).

**Position Summary:**

This Multi-Watershed Monitoring Crew will work with watershed groups across the Southwest to perform vegetation surveying along streamside habitat in 4 watersheds in Colorado, Utah, and Arizona. Watershed groups include the Dolores River Restoration Partnership, Escalante River Watershed Partnership, Friends of the Verde River, and Gila Watershed Partnership of Arizona. Vegetation monitoring is crucial to informing river restoration efforts across these watersheds that have been severely impacted by invasive species and other stressors.

The primary responsibility of this crew is to collect vegetation monitoring and species inventory data according to each watershed’s rapid monitoring protocol. This crew consists of two individuals (1 crew leader and 1 crew member) that will tie in and work closely with field staff from each watershed group in order to collect data. This crew is designed to be flexible to meet the evolving needs of each partnership. Flexibility, adaptability, and the ability to work and manage a crew remotely are essential for this Crew Leader position. While working (i.e. on-hitch), the crew will camp together, prepare all meals together, and work together as a group to complete all projects and chores. Hitch schedules may vary between 4 on, 3 off or 5 on, 2 off to 8 on, 6 off or 10 on, 4 off, and in some rare cases may be as long as 15 days on, 6 off. SCC does not provide accommodations off-hitch and Crew Leaders will be responsible for their own accommodations during that time.

Crew Leaders will lead crews in completing technical conservation projects while instilling interpersonal skills and leadership skills. Crew leaders will also be responsible for leading crews in environmental stewardship, i.e. Leave No Trace, and risk management. A variety of soft skills and technical competencies are required to be successful in this role. See below for core competencies:

*For the health and safety of our crews, staff and communities, projects may be postponed due to COVID-19.  The information provided is an outline of how our program has typically been operating, however is subject to change. As this situation develops, and decisions are made, we will provide updates. We encourage you to continue with the application process and we will keep consistent and direct communication with all applicants.*

**Responsibilities:**

* **Leadership & Mentorship**
* Manage, supervise, and lead the day-to-day details of project work
* Implement skills training on work-site and facilitate intentional discussions via informal lessons to contribute to the crew’s personal growth and group dynamics
* Promote individual corps member development and a healthy community
* Must be willing to follow and enforce all SCC policies, maintain professional boundaries, and appropriately represent Southwest Conservation Corps. This includes creating a substance free work environment, refraining from the use of tobacco products, alcohol, and drugs while on hitch
* **Project Management, Safety & Implementation**
* Train and motivate a crew to efficiently complete conservation projects on public lands
* Manage the on-the-ground quality and quantity of project work
* Think critically to resolve issues and solve problems.
* Communicate effectively & coordinate logistics with project partners, crew member, & SCC staff.
* Monitor, manage, and promote the crew’s physical and emotional safety on and off the work site
* Exhibit strong situational awareness & promote a culture of safety.
* **Administration**
* Complete professional documentation of time sheets, daily and weekly reports, corps member and peer evaluations, disciplinary action forms, incident reports, etc. in a timely manner
* Responsible for all project related outcomes and deliverables
* Manage food budget and credit card for purchases

**Essential Functions:**

* Frequently required to walk, hike, sit and talk or listen
* Required to use hands to operate objects, tools or controls, and to reach with hands and arms
* Regularly lift and/or move up to 50 pounds
* Specific vision abilities required by the job include close vision and the ability to focus
* Required to drive an SCC vehicle - and therefore have a very clean driving record
* Must be able to speak, understand, read and write English
* Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

**Preferred Qualifications:**

* Experience crew leading with SCC or other conservation corps or youth corps
* Teaching, facilitation, and team-building experience with diverse groups of people
* Strong conflict resolution skills
* ArcGIS certification or experience, including use of ArcMap, ArcGIS Online, Arc Collector, and Survey123
* Experience performing vegetation surveys or monitoring
* Sense of humor, spirit of adventure, and desire to make a positive difference and promote leadership in others

**Minimum Qualifications:**

* Leadership experience
* Strong time-management skills and ability to work independently as well as with others
* Ability to manage all aspects of crew life and production effectively and efficiently within a 40-hour work week
* Flexibility, adaptability, and capacity to work in a fluid, changing work environment
* Willingness to learn and be a part of a dynamic community of peer leaders
* Willingness to commit fully to the program and its mission
* Physically capable of standing and hiking (6-10 miles/day on rough, uneven terrain), bending, crouching and stooping for long periods of time, and lifting/carrying items that weigh up to 50 pounds, in upwards of 100+ degree (F) heat
* Experience with backpacking, wilderness living and travel, and LNT principles
* Experience safely operating 4WD trucks on paved and unpaved roads, often in remote areas on unimproved roads. Willingness to constantly teach and demonstrate best driving practices.
* Botanical identification training/experience
* Relevant Bachelor’s degree (preferably in botany, range science, wildlife or conservation biology, natural resource management, ecology, watershed science, environmental science, or other related field)
* Current 80 hour + medical certification (WFR, WEMT, or OEC) with CPR/AED or willingness to obtain certification before the start of the season
* Must be 21, have a clean driving record (insurable by SCC), a current driver’s license, and have had a valid driver’s license for at least 3 years
* Ability to pass Conservation Legacy’s criminal history checks

**To apply:**

Complete the Multi-Watershed Monitoring Crew Leader application: https://sccorps.org/small-teams

Any questions can be addressed to Emily Kasyon, Watershed Programs Manager: ekasyon@conservationlegacy.org