



Rocky Mountain Conservancy

CONSERVATION CORPS

Crew Leader Position Announcement

Position: Crew Leader (ages 20-25)

Term: Mid-May – August

Schedule: Flexible (Typically 40 hour work week)

Reports to: Director of Conservation

Compensation: Biweekly living stipend, housing, work clothing, gear, and AmeriCorps Education Award.

Rocky Mountain Conservancy (RMC) seeks a crew leader of exceptional ability to lead a crew of 4-5 youth (18-21 years old) in trail building and/or historic preservation in Rocky Mountain National Park (RMNP) and/or the Arapaho-Roosevelt National Forests. It is recommended that the candidate be **enrolled in and near completion of a degree program or a recent graduate from a degree program** in environmental education, interpretation, education, general education, natural sciences or natural resources. In addition, a strong interest in public land stewardship is desired. **PREVIOUS EXPERIENCE IN TRAIL WORK AND LEADERSHIP IS REQUIRED.**

Location: This is a residential program; participants will be housed in bunk houses, private residences, or tents throughout the season. Depending on crew location, crews may spend anywhere from 30% to 100% of their season living in tents. Crews work in the following locations

- Arapaho National Forests (Sulphur Ranger District)
- Rocky Mountain National Park
- Roosevelt National Forest (Boulder and Canyon Lakes Ranger Districts)

Position Summary: The Crew Leader position is integral to the Conservation Corps. The crew leader helps accomplish the Conservancy's goals of completing conservation projects, supporting crew member development of skills, and fostering a conservation ethic amongst the crews. Crew locations vary throughout Northern Colorado. Service is performed exclusively outdoors and may involve camping for several days at a time. Projects can include trail maintenance, wilderness patrols, trail construction, habitat restoration, historic structure stabilization and restoration, and basic carpentry. Projects are completed alongside National Park Service and USDA Forest Service staff.

The Crew Leader leads a crew of 4 or 5 Crew Members, serving as the primary liaison between project hosts and program staff. The Crew Leader is responsible for the crew's service and safety during each project. The Crew Leader and Crew Members are supervised by the Director of Conservation.

Qualifications:

- Strong communication skills - verbal and written
- Demonstrated strong leadership and supervisory skills to lead by example – on and off-duty
- Experienced in trail work and wilderness travel
- At least current Wilderness First Aid certification
- Ability to motivate and create an excellent team environment and work ethic
- Proven organization and time management skills
- Mature judgment to solve problems while supervising others with diverse backgrounds and experiences
- Assess tasks, develop work plans, delegate assignments, and monitor work
- Demonstrated ability to complete administrative tasks in a timely manner
- Ability to foster a positive crew dynamic
- Proven ability to adapt to changing work schedules
- Passion for service-learning activities.
- Experience with safety protocols and precautions related to hand tool use and backcountry travel.
- Dedication to complete the full term of AmeriCorps service.

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Requirements:

- Must be a US Citizen, US National, or Lawful Permanent Resident Alien of the US.
- Must pass the National Sex Offender Public Registry and criminal history check defined as no positive hits on the NSOPR and no history of violent offenses on the criminal history check.
- Must successfully complete physician's review.
- Be between 20-25 years old.

Crew Leader Responsibilities:

- 1) Actively participate and support training to help facilitate learning opportunities for members.
 - a) Prepare lesson plans for trainings on LNT, backcountry preparedness, camp cooking, and situational awareness for their crew.
 - b) Facilitate the "Crew Leader of the Week" experience for crew members to practice leadership skills.
- 2) Plan and fully contribute to service projects and provide a safe work environment.
 - a) Manage crew time and breaks throughout the day.
 - b) Plan daily project schedules to maximize productivity, safety and crew efficiency, in consultation with agency staff.
 - c) Coordinate tools, equipment, and materials for service projects. Load vehicles properly. Do not leave needed tools behind and do not leave tools at the service site.
 - d) Assist with on-site skills training for project-related work.
 - e) Meet with agency staff to review project expectations.
 - f) Monitor project progress and model a strong work ethic for crew members.
 - g) Complete daily work reports on at least a weekly basis (daily submissions are preferred).
- 3) Foster a strong crew dynamic and mitigate conflict among crew members, Crew Leaders must:
 - a) Manage crew members and interpersonal relationships in the field.
 - b) Facilitate off-duty crew activities (i.e. crew dinners, hikes, teambuilding activities)
 - c) Maintain strong communication with individual crew members.
 - d) Prioritize fostering a positive learning experience for crew members.
- 4) Communicate effectively with program staff and agency liaisons, Crew Leaders must:
 - a) Provide work and crew updates on a weekly basis to the program director.
 - b) Communicate in an efficient and timely manner with agency staff and program director regarding project needs, schedule changes, vehicle incidents, and housing concerns.
 - c) Inform the program director of any interpersonal or work-related issues on the crew.
 - d) Receive feedback constructively regarding project outcomes and crew progress.
- h) Comply with Conservancy and agency safety protocols during project work by ensuring crew members are using tools properly, wearing required PPE, and managing their personal health.

Work Schedule: The crew leader will work a flexible schedule determined by the agency trail crew supervisor. Some leadership and administration tasks will require the crew leader to work additional hours to the required 40 hours/week. This additional work is reflected in the biweekly stipend and provision provided for interns. Furthermore, crew leaders are required to support crew members 24/7 throughout the program.

Role Clarification: This is an AmeriCorps Corpsmember level position, NOT a staff member.

To Apply, please send a *letter of interest, resume, and three professional references* to:

Geoff Elliot

Rocky Mountain Conservancy

1895 Fall River Road

Estes Park, CO 80517

or email:

Geoff.Elliot@RMConservancy.org

APPLICATIONS DUE BY: January 31, 2019

Please Note: Positions will be filled as applications are received

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