**Job Description**

**Title:** AmeriCorps Riparian Restoration Strike Team (3 positions-Crew Leader, Assistant Crew Leader & Crew Member)

**Dates of Employment (tentative)**: February 19, 2024 – November 21, 2024

**Status:** AmeriCorps position, 900-hour & 450 -hour or 300-hour AmeriCorps term (2 terms used for season).

**Location:** Grand Junction, Colorado

**Stipend:** Crew Leader $1328/bi-weekly, Assistant Crew Leader $1290/bi-weekly, Crew Member $1200/bi-weekly/ Education Award amount w/successful completion of term in the amount of $3,247.50

**Benefits:**

* Medical, Dental, and Vision (starting the first of the month after the first 60 days) available to leaders only.
* AmeriCorps members are eligible to participate in the CNCS Student Loan Forbearance Program.
* AmeriCorps education award, and bi-weekly living stipend.
* 2 service shirts, Personal Protective Equipment while in field
* Training in chainsaw use (S212), herbicide application
* First aid/CPR certification, Leave No Trace training.
* AmeriCorps members are entitled to and must take a 30-minute meal break, this time does not count towards service goal.

**Deadline:** Open until filled

**Program Summary:**

The Western Colorado Conservation Corps (WCCC) is a program of Mesa County Partners, a nonprofit organization based in Grand Junction, Colorado. As a 21st Century Conservation Corps we are accredited by the Colorado Youth Corps Association (CYCA) and The Corps Network (TCN).

RiversEdge West (REW) is a non-profit founded in 1999. RiversEdge West focuses on riparian (riverside) forest and floodplain health in the American West to address impacts from invasive riparian plants such as tamarisk and Russian olive, challenges associated with climate change and habitat fragmentation, and stressors that may result in diminished biodiversity and ecosystem services.

The Riparian Restoration Strike Team was developed by REW and WCCC to conduct invasive vegetation treatments and perform site maintenance (follow-up treatments, revegetating with native plants) on riparian restoration sites located in the western Colorado along the Colorado, Dolores, Gunnison, and White rivers. These restoration sites are managed in collaboration between REW and partners in the Desert Rivers Collaborative (DRC), Dolores River Restoration Partnership (DRRP), and White River Partnership (WRP) to cooperatively restore and maintain healthy river corridors. Partners include federal and state land managers, local government, non-profits, and private. This crew is designed to be flexible to meet the evolving needs of partners associated with the DRC, DRRP, and WRP.

**Position Summary:**

The AmeriCorps Riparian Restoration Strike Team will serve with WCCC to implement initial and follow-up treatments of invasive plants using chainsaws, hand tools, and herbicide. Revegetating restorations sites with native plants through planting and seeding may also be required. The Strike Team will also map daily progress using tablets. The Strike Team is based in Grand Junction, CO and restoration sites are located throughout western CO. Approximately 75% of the restoration sites will require camping on or close to the site for the week, other sites are local to the Grand Junction area and Strike Team members will go home each night of the work week. Some sites may require rafts to access (in coordination with REW, WCCC, and/or other partner(s) staff).

This crew is designed to be flexible to meet the evolving needs of partners associated with the Desert Rivers Collaborative, a partnership that is focused on the restoration of riverside lands in the Grand Junction Area. Partners include federal and state land managers, Mesa County, and municipalities with differing needs.

WCCC does not provide accommodation off-hitch and Crew Leaders and members will be responsible for their own accommodation during that time.

The Strike Team will assist in conservation projects while instilling interpersonal skills and leadership skills. The Crew leader 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**
* Implement skills training on service-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 WCCC policies, maintain professional boundaries, and appropriately represent WCCC and REW.
* **Project Management, Safety & Implementation**
* Complete AmeriCorps orientation, chainsaw training (S212), and CPR/First Aid Training.
* Efficiently complete conservation projects and mapping on a variety of land ownership types in Western Colorado.
* 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, and WCCC crew members, & WCCC/REW staff.
* Exhibit strong situational awareness & promote a culture of safety.
* **Administration**
* Responsible for all project related outcomes and deliverables.

**Essential Functions:**

* Frequently required to walk, hike, sit and talk or listen.
* Spend long days walking in riparian areas of sometimes dense vegetation.
* Required to operate a tablet operating GIS software. (REW and/or WCCC will provide training)
* Regularly lift and/or move up to 50 pounds and operate a chainsaw and apply herbicide through backpack or hand sprayers.
* Must be able to speak, understand, read, and write English.

**Required Qualifications:**

* Be a United States citizen or permanent resident.
* Be available full-time between the dates specified on the Member Service Agreement.
* Be able to pass a pre-service National Criminal History check (State, Sex Offender, and Federal).

**Preferred Qualifications:**

* Experience conducting field work and comfortable with long days in exposed environmental conditions.
* Teaching, facilitation, and team-building experience with diverse groups of people.
* Strong conflict resolution skills.
* ArcGIS certification or experience, including use of FieldMaps, ArcGIS Online, Arc Collector, and/or Survey123.
* Experience performing vegetation surveys or monitoring or in riparian plant identification.
* Sense of humor, spirit of adventure, and desire to make a positive difference and promote leadership in others.

**Minimum Qualifications:**

* Strong time-management skills and ability to serve independently as well as with others.
* Ability to manage all aspects of crew life and production effectively and efficiently within a 40-hour service week.
* Flexibility, adaptability, and capacity to serve in a fluid, changing service environment.
* Willingness to learn and be a part of a dynamic community of peer leaders.
* Willingness to commit fully to the program through its duration and complete 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 90+ degree (F) heat.
* Experience safely operating 4WD trucks on paved and unpaved roads, often in remote areas on unimproved roads. A willingness to constantly teach and demonstrate the best driving practices.
* Botanical identification training/experience.
* Must be between the ages of 18-28, have a clean driving record (insurable by WCCC), a current driver’s license, and have had a valid driver’s license for at least 3 years.
* Pass a 3-part National Criminal History Check (State, Sex offender, and Federal).

**Unallowable Team Leader Activities:**

* Signing member timesheets.
* Evaluating member performance
* Disciplining AmeriCorps members
* Enrolling/dismissing AmeriCorps members
* Writing and/or sign program reports
* Managing the program’s payroll and budget

**CONDITIONS OF AGREEMENT:** AmeriCorps members will be subject to all state and federal laws, and the rules and regulations of OSHA and Conservation Corps. The member is expected to fully understand and adhere to the rules, regulations and code of conduct as described in the AmeriCorps member manual. Policy violations will result in disciplinary action according to program guidelines, including written warnings, fines, and/or termination. The AmeriCorps member is accountable for meeting or exceeding the responsibilities of this position as described above and will be evaluated at mid-term (dependent on service term length) and end-term by Corps Program Staff, with input from project hosts. Successful completion is contingent on both AmeriCorps education award hours and service through the agreed upon term end date.

The Western Colorado Conservation Corps of Partners is an equal opportunity employer. This program is available to all, without regard to age, sex, sexual orientation, pregnancy, race, national origin, disability status, creed, religion, genetic information, ancestry, marital status, military or veteran status, or any other status protected by federal, state, or local laws.

## Qualified individuals with disabilities who need accommodation during the application, interview, hiring process or for service may make arrangements by contacting (970) 241-1027.

**2818 ½ North Ave, Grand Junction, CO 81501**

[**www.wcccpartners.org**](file:///%5C%5C192.168.160.44%5Cshare%5CHR%20Team%5CAmeriCorps%20Position%20Descriptions%20and%20Applications%5C2022%20Descriptions%5Cwww.wcccpartners.org)