

**Title: Roving Crew Leader**

**Reports to:** Program Coordinators

**Locations:** Tucson, Arizona

**Status:** Seasonal, Full-time, Camping Program

**Dates:** February 10<sup>th</sup> – July 18<sup>th</sup>, 2025 (dates may vary depending on weather & project availability)

**Wages:** \$925-1125/week, depending on prior experience and certifications.

**Benefits:** Health benefits eligible. Employee Assistance Program provided. Food provided while in the field. Uniforms and personal protective equipment also provided.

**Training:** The term begins with an intensive leadership training focused on practicing outdoor leadership skills, goal setting, technical and field skills, and understanding AZCC procedures/policies. Leads will receive an orientation that includes training on AmeriCorps prohibited and unallowable activities. Following leadership training, Corpsmembers will join leaders for orientation. This week-long orientation will include trainings in Wilderness First Aid, Leave No Trace, outdoor living, crew culture and diversity, and goal setting. Depending on project needs, crews have possible specialized opportunities for instruction in herbicide handling, crosscut or chainsaw use, and safety. Informal training will continue throughout the term with on-the-ground skills training in tool maintenance, plant identification, and overview of public land management agencies.

**Housing:**

AZCC is an independent, non-residential program – we do not provide housing. It is advised that all members supply their own outdoor gear and equipment such as a tent, sleeping bag, sleeping pad, day pack, multi-day pack, work pants, hiking/work boots, etc. because rental supplies are limited and given out on a first-come first-served basis. A suggested gear list will be provided before starting the term of service. AZCC will provide the tools, personal protective gear, crew meal budget, and project transportation. Additionally, AZCC has Pro Deals opportunities to receive discounts on some outdoor gear brands.

*One position available.*

**Application closes January 31<sup>st</sup>, 2025**

**Arizona Conservation Corps (AZCC)** engages motivated young adults, ages 18 - 30, to complete challenging and impactful conservation and service projects throughout the

western United States. AZCC crews serve in a variety of National Parks, National Forests, and other public areas. Projects may include trail construction & maintenance, habitat improvement, hazardous fuels reduction, historic preservation, chemical and mechanical invasive plant removal, and local environmental service projects. AZCC provides opportunities for members to learn about the local environment and conservation issues throughout the duration of the program. Selected members are placed on a crew that will then collaborate to perform project work.

Project work may vary due to seasonality and environmental safety concerns. Projects that crews typically work on may include, but are not limited to:

- Trail construction and maintenance
- Invasive species management, including pesticide application
- Habitat restoration
- Fence installation/repair
- Land Management Inventory and Mapping
- Fire fuels reduction
- National Disaster Relief for up to 30 days at a time
- Community service

### **Position Summary:**

The Roving Crew Leader position is an opportunity to make a difference in young peoples' lives while completing conservation projects on public and private lands. Leaders will be mentors, educators, and facilitators for young adults, working to promote the health and resiliency of our land, air, and water.

Standard schedule generally consists of a two-week hitch cycle with 8 days in the field as a crew unit and 6 days out of the field with some exceptions. Crew Leaders are required to come in for an additional day each hitch cycle to complete administrative duties and check-ins with program staff, typically the day after returning from project. On-hitch, crews camp together, prepare all meals together, and work together as a group to complete all projects and chores.

The Roving Crew Leader position differs from a standard Crew Leader position in a few important ways. The RCL is typically not attached to one crew for the duration of a field season, but rather is expected to either cover supervisory duties for a crew whose leader is absent, or offer additional support and leadership alongside a crew's regular leader. The RCL may be assigned to the same crew for multiple hitches, or asked to join different crews each hitch (or even split a hitch between multiple locations as needed). The RCL may also be asked to cover crew leader duties for a crew based out of a different office, despite where they are located- this is a statewide position. When filling in for an absent Crew Leader, the RCL should be expected to fill all supervisory, work-related, disciplinary, budgetary, and administrative tasks normally covered by a Crew Leader. In the event of a Crew Leader unexpectedly quitting or being terminated, the RCL may be asked to fill in as a long-term replacement leader for that crew,

potentially for an entire season. Finally, there may be times when Office Staff decide to keep the RCL out of the field for all or part of a hitch, in order to work an irregular schedule and/or help with other program tasks (logistics, preparedness, vehicle maintenance, shuttling/evacuating crew members, etc.)

The Roving Crew Leader position requires patience, a consistently positive mental attitude, mentorship, technical aptitude, focus on efficiency, and a high level of competence in the outdoors. It also involves an administration role, where weekly paperwork is due in a timely manner to supervisors. Finally, crew leaders must exhibit the ability to effectively work on diverse teams and those from a variety of populations and communities.

## **Responsibilities:**

### **Leadership & Mentorship**

- Mentor assistant crew leader: provide valuable feedback, give opportunities for growth, delegate responsibilities, and encourage technical and leadership skill development.
- Understand and integrate Conservation Legacy's DEI vision and values (diversity, equity, and inclusion) within crew community context.
- Implement skills training on worksite 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 safe, healthy, cohesive, other-centered and team-oriented community.
- Follow and enforce all policies, maintain professional boundaries, and appropriately represent the program. This includes creating a substance free work environment, refraining from the use of tobacco products, alcohol, and drugs while involved in the program.

### **Project Management & Implementation**

- Train, motivate and supervise a crew of young adults to efficiently complete tasks and objectives outlined in conservation projects, while working long hours and managing high quality of work and crew morale.
- Think critically to resolve issues and solve problems, requesting assistance or help when needed.
- Communicate & coordinate logistics with project partners, Assistant Crew Leader (or Crew Leader in Development), & staff

### **Safety & Risk Management**

- Monitor, manage, and promote the holistic health of the crew, including physical and emotional (intimidation free community environment) safety.
- Exhibit strong situational awareness & promote a culture of safety.

- Transport crew and equipment safely in organizational vans or large SUVs with trailers in accordance with CL Driver policy.
- Manage and document incidents in the field and activate incident response system, if needed, per Conservation Legacy policy.

### **Administration**

- Thorough documentation of crew hours, accomplishments, disciplinary actions taken, and incident response according to Conservation Legacy policy and procedure
- Manage food budget and credit card for purchases.
- Track and submit credit card receipts for all expenses every month.

### **Camp Management**

- Oversee, manage, and assign camp chores (or camp tasks).
- Monitor and manage crew community needs in camp.
- Instruct crew in how to create a safe, hygienic, and tidy camp environment while mitigating crew caused impacts to campsites, practicing minimum impact camping techniques.
- Maintain all program policies and procedures in camp environment.
- Leading a camping crew is an intensive commitment requiring a continuous physical presence. Leaders must remain physically present, and cognitively and emotionally available to support community and individual crew member needs.

### **Minimum Qualifications:**

- Full commitment to the program and its mission.
- Understanding of and experience with the mission and field management considerations of conservation corps and public land agencies.
- Leadership, management, and supervisory experience with youth or young adults.
- Must hold current advanced medical certification (for backcountry crews: 80 hours Wilderness First Responder with CPR/AED or higher; for front country crews: 24 hours Wilderness First Aid with CPR/AED or higher) or be willing to receive certification prior to start date.
- Ability to effectively manage all aspects of crew life and production within a 40-50+-hour work week including managing projects, camping, and programmatic policies and integrity throughout.
- Flexibility, adaptability, and capacity to work in a fluid, changing work environment.
- Willingness to participate in community-building activities and solution-oriented problem solving with peer leaders.
- Able to work long days in adverse conditions.
- Must be able to speak, understand and write English.
- High School diploma or GED certificate.

- Must over the age of 21 or have possessed a driver's license for 3 or years more without any restrictions (to pass minimum insurability requirements for crew transport driving duties).

**Preferred Qualifications or a Strong Desire to Grow in the Following:**

- Experience with experiential and/or environmental education.
- Experience with backpacking, wilderness living and travel.
- Facilitation and team-building experience with diverse groups of people.
- Time-management skills and ability to work independently as well as with others.
- Strong conflict resolution skills.
- Technical trails, Crosscut or Chainsaw experience.
- Sense of humor, spirit of adventure, and desire to make a positive difference and promote leadership in others.

**Any questions can be addressed to:**

Ari Abrams

Recruitment Coordinator

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*Conservation Legacy is an equal opportunity employer. We are committed to hiring a breadth of diverse professionals and encourage members of diverse groups to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, national origin, political affiliation, protected veteran status, disability status, sexual orientation, gender identity or expression, marital status, genetic information, or any other characteristic protected by law. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements. If you need assistance and/or reasonable accommodation due to a disability during the application or recruiting process, please send a request to the hiring manager.*