



Title: Recruitment and Member Support Director

Date: 8/26/2019

Reports to: Operations Director

Salary: Group 4 (\$36,000 – 40,000)

Location: Tucson or Flagstaff, AZ

Status: Full-time, Exempt, Regular

Benefits: Full as per Policies

Summary:

Arizona Conservation Corps, a program of Conservation Legacy, aims to continue the legacy of the Civilian Conservation Corps of the 1930s. AZCC is focused on connecting youth, young adults and recent era military veterans with conservation service work projects on public lands. Our programs promote professional and personal growth, experiential learning, and an ethic of natural resource stewardship while incorporating the guiding principles of community, dedication, challenge, integrity and fun! AZCC offers conservation service opportunities across Arizona that engage individuals and strengthen communities through service and conservation.

The Recruitment and Member Support Director (RMSD) is responsible for overseeing Arizona Conservation Corps (AZCC) member admission processes and procedures for all programs. The Director works with a team of staff to coordinate the member experience of over 500 participants annually. The RMSD interacts with other Conservation Legacy staff on admissions processes, member tracking, and other areas of administrative support. This position supervises the Recruitment and Member Support team, which consists of multiple staff in offices across the state. The Recruitment and Member Support Director is part of the AZCC Management Team and reports to the AZCC Operations Director.

Essential Responsibilities and Functions:

Recruitment and Admissions

- In collaboration with other AZCC Management staff, forecast recruitment needs for all AZCC programs based on project needs and AmeriCorps slot availability
- Communicate recruitment needs to all Recruitment and Member Support Coordinators in a timely manner
- Set, evaluate and adjust strategies in order to meet recruitment needs across the program including in-person networking, community outreach, digital advertising, and initiatives in order to meet targeted demographics.
- Manage and support the recruitment and selection of all AZCC participants for both crew and individual placements
- Work with Conservation Legacy's Central Staff to oversee the electronic onboarding process and background checks for members and crew leaders to ensure compliance with Conservation Legacy and AmeriCorps requirements

Member Support

- Working with the Recruitment and Member Support staff, coordinate and identify support resources to be made available to our members
- Manage career development opportunities including resume writing workshops and networking events with federal, state and local land management agencies
- Develop post-AmeriCorps workshops, instructing members on ways to use Segal Education Awards

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Community Outreach and Marketing

- Respond to general inquiries from AZCC's website and the general public in a timely manner
- Develop and provide clear, concise and audience-appropriate presentations about AZCC for the public to recruit, inform, and inspire

Program Support and Administration

- Implement effective and efficient administrative systems for member recruitment, enrollment, evaluation, exiting, reporting and marketing.
- Collect and compile member demographic and impact information for AmeriCorps, Conservation Legacy, and other reporting needs.
- Communicate regularly with program staff to determine the effectiveness of administrative systems and make changes as necessary for continuous improvement.
- Manage applicable budgets, such as: Recruitment, Marketing, and Corpsmember Incentives
- Provide recruitment support for staff positions as requested

Organizational Support

- Maintain productive relationships and interface significantly with staff to provide assistance and communication regarding administrative details, operations, and other program items.
- Participate in staff and team meetings and support other staff as appropriate.

Supervisory Responsibilities

- Supervise and support the Recruitment and Member Support Staff
- Monitor, review, and approve Recruitment and Member Support Staff hours and paid time off requests
- Recruit, orient, train, and support the Recruitment staff
- Provide ongoing feedback, coaching, and evaluation for Recruitment staff.

Physical Requirements:

Periodic overnight travel and non-traditional work hours, inclusive of weekend and evening hours. To successfully perform essential functions the Recruitment and Member Support Director is required to sit, stand, walk, speak and hear. The Recruitment and Member Support Director may be required to climb, balance, stoop, kneel, crouch or crawl on an infrequent basis. He/she must be able to operate office equipment, telephone, and computer and reach with hands and arms. The Recruitment and Member Support Director may be required to lift up to 50 pounds unassisted. The ability to drive an organizational vehicle is also required. Reasonable accommodations may be made for qualified individuals with disabilities to perform the essential functions.

Qualifications:

- 2 years managing administrative systems in non-profit or similar organizations.
- Experience supervising full time staff.
- Experience with human resources management and admissions/hiring processes.
- Flexibility, adaptability and capacity to work in a fluid, changing work environment.
- Outstanding organizational and time management skills, and ability to prioritize.
- Self-motivated, decisive, and able to work independently.
- The ability to communicate effectively with all staff in the organization and to understand administrative needs as they arise.
- Bachelor's Degree (BA/BS) from a four-year college or university preferred.
- Valid driver's license and an insurable driving record.
- Proficient in all Microsoft Office Suite applications and ability to manage information in an organizational database.
- Must be able to pass Conservation Legacy's criminal history checks.
- Previous experience with a Corps or youth serving organization preferred.
- Previous experience in working with AmeriCorps funding, requirements, and reporting preferred.

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To Apply: Send cover letter, resume, and references to Russ Dickerson, russ@conservationlegacy.org

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