

**Title:** Strike Team Leader - Indigenous Conservation Corps Vegetation Management Strike Team  
**Location:** Cherokee, NC (This Strike Team will complete project work on project sites within the Southern Appalachian Subregion which may include the Pisgah & Nantahala National Forests, the Cherokee National Forest, the Chattahoochee-Oconee National Forest, and the George Washington & Jefferson National Forests)

**Start Date:** Monday, January 6<sup>th</sup>, 2025

**End Date:** May 19<sup>th</sup> 2025

**Pay:** \$844 per week

**Questions?** Contact Avery Guy at [avery@conservationlegacy.org](mailto:avery@conservationlegacy.org)

### **Conservation Corps North Carolina:**

The mission of Conservation Corps North Carolina (CCNC) is to empower young adults through meaningful outdoor work that benefits North Carolina's land and water and creates healthy communities. CCNC's Indigenous Conservation Corps (ICC) Programming, in partnership with the Eastern Band of Cherokee Indians (EBCI) Department of Agricultural & Natural Resources, is dedicated to preserving and fostering generational stewardship through the inclusion of traditional ecological knowledge. By engaging young adults, ages 15-30, in impactful conservation service projects, the program not only addresses the immediate needs of the land but also builds a diverse and resilient workforce to continue the stewardship legacy for the Cherokee community and beyond.

### **Project Work:**

The Indigenous Conservation Corps Corps Reforestation, Watershed, & Vegetation Management Strike Team serve on the Southern Appalachian National Forests including the Cherokee National Forest, Pisgah & Nantahala National Forests, the Chattahoochee-Oconee National Forest, and the George Washington & Jefferson National Forests, focusing specifically on reforestation and vegetation & watershed management. This could include using chainsaws to cut invasive plant species, manually pulling invasive plant species, applying herbicides to target invasive plants, brush cutting, tree planting, and other Forest Management practices relating to the continuing health of the ecosystem and native flora and fauna. During their time in the field, Strike Team Members are expected to work outdoors in all types of weather conditions, performing heavy manual labor related to environmental conservation and restoration projects. Most projects require hiking out to remote work sites for the day with tools, equipment, and a backpack.

### **Schedule and Crew Life:**

This ICC Strike Team will consist of 2 Strike Team Members and 1 Strike Team Leader who provide project expertise, mentorship, training, and support for the success of all participants. **Applicants must be enrolled members of a federally-recognized Tribe.** The crew will typically meet in Cherokee, NC to complete service projects throughout the Southern Appalachian Subregion. The day starts with a stretch circle and safety meeting and includes two fifteen-minute breaks and a half hour break for lunch. There may be projects that require overnight stays – in which case housing or camping will be provided. When on overnight projects, the Strike Team will work together to plan meals and complete all necessary

chores (cooking, washing dishes, etc).

CCNC supports a culture of feedback and growth. Strike Team Members will set goals at the beginning of the season and review their performance through both self-evaluation and a review with their Strike Team Leader in the middle and at the end of their season. Evaluations will cover topic areas including Professionalism, Responsibility/Leadership/Communication, Community Engagement, Project Work, Safety & Organization, and Equipment. Strike Team Members will also be asked to evaluate their Strike Team Leaders' performance, the overall program, and their experience at the end of their term.

CCNC is committed to celebrating diversity, equity, and inclusion in all aspects of its work. We believe that a diverse and inclusive environment enriches our organization, strengthens our mission, and fosters innovation and creativity. CCNC is dedicated to creating a welcoming space where individuals of all backgrounds feel valued, respected, and empowered to contribute fully to our conservation efforts. We actively seek to build a team that reflects the diverse communities we serve, recognizing that inclusive practices are essential to achieving equitable outcomes and lasting environmental impact.

**Expectations:**

Strike Team Leaders are asked to work hard, stay positive, and be flexible with changing schedules, weather conditions, and project needs. This is a seasonal position and it is of utmost importance that Strike Team Leaders are fully committed to the experience, expectations, and timeline.

CCNC's Strike Team Leaders perform many roles and are the key to our program's success. Leaders are expected to provide project expertise and offer mentorship, training, and support to our crew members. The position is multi-faceted and demanding, but with opportunity for enormous rewards! Successful candidates will demonstrate the following qualities:

- Resourcefulness
- Situational flexibility
- Effective communication skills
- Excellent judgement
- Maturity
- Initiative
- Professionalism
- The desire to devote themselves to a Strike Team group experience where the needs of others are placed above oneself.

**Safety and Risk Management**

- Monitor, manage, and promote the Strike Team's physical and emotional safety on the work and camp site
- Practice strong situational awareness and promote a culture of unwavering commitment to safety
- Drive Strike Team members and equipment safely in CCNC vehicles with trailers
- Communicate danger to others in the form of a warning of danger others may encounter or a notification of personal distress, injury or need for assistance - must be able to do so

at a distance of up to 50 meters and in conditions with limited visibility or loud background noise such as darkness or high winds

- Perceive, understand, and follow directions by others so that appropriate and perhaps unfamiliar techniques can be successfully executed to manage hazards - these directions may be given before the hazard is encountered or during the exposure to the hazard.
- Stay alert and focused for several hours at a time while traveling and working in a variety of weather conditions

#### Administration

- Professionally complete timesheets, daily and weekly reports, AmeriCorps member evaluations, disciplinary action forms, incident reports, and other documentation as needed in a timely manner
- Professionally complete all project related outcomes and deliverables
- Manage food budget and credit card purchases

#### Problem Solving

- Communicate ideas and concerns to Strike Team Members, CCNC staff, landowners, and project partners
- Resolve challenges that arise with and between Strike Team members
- Resolve management problems independently or as delegated by CCNC staff
- Consult with CCNC staff to develop plans for resolution of unusual or complex problems
- Make responsible day-to-day decisions that benefit Strike Team members and project goals

#### Environmental Ethics

- Be a model of 'Leave No Trace' techniques

#### Essential Requirements

- Stoop, kneel, crouch or crawl for significant periods of time
- Safely lift 50 pounds on a routine basis
- Work in variable weather conditions at remote locations on difficult and hazardous terrain, and under physically demanding circumstances
- Remain adequately hydrated, fed, and properly dressed so as to remain generally healthy and safe, avoiding environmental injuries
- Live in a physically demanding, possible isolated environment for an uninterrupted period of up to several days. Conditions of this environment may vary significantly and may include severe and/or trying weather. The remoteness is such that it may require at a minimum one hour, but perhaps in excess of 6 hours, to reach the nearest advanced medical care.

#### Required Qualifications:

- Willingness to commit fully to the program and its mission
- Ability to effectively and manage all aspects of Strike Team life and production within a 40-50-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
- Must be adaptive, patient and able to maintain a positive perspective throughout

- Physically fit and able to work long days in adverse conditions
- Must be able to speak, understand and write English
- High School diploma or GED certificate
- Must be 21, have a clean driving record (insurable by Conservation Legacy) and a current driver's license.
- Must be able to pass Conservation Legacy's criminal history check requirements

**CCNC is a drug-free organization. Alcohol and illegal substances are prohibited while participating in program activities and on CCNC and program partner property.**

*"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 a reasonable accommodation due to a disability during application or recruiting process, please send a request to the hiring manager."*

**To apply:**

Upload resume, cover letter and complete the Strike Team Leader application: <https://corpsnc.org/crew-positions>

Any questions can be addressed to:

Avery Guy, Eastern Band of Cherokee Indians Program Coordinator – [avery@conservationlegacy.org](mailto:avery@conservationlegacy.org)