

**Title:** Strike Team Member - Indigenous Conservation Corps Reforestation, Watershed, & 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 13<sup>th</sup> 2025

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

**Pay:** \$720 per week in combined living allowance and housing stipends, paid bi-weekly + AmeriCorps Segal Education Money Award of \$1956.35

**Status:** This is a full-time, seasonal 450-hour AmeriCorps National Service position.

Questions? Contact: [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 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 Strike Team 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 Members are asked to work hard, stay positive, and be flexible with changing schedules, weather conditions, and project needs. This is a seasonal position; Strike Team Members are asked to fully commit to the experience, expectations, and timeline.

Once Strike Team Members are selected and prior to their start date, they are required to complete an online enrollment process that includes completing e-forms, uploading IDs, enrolling with AmeriCorps, and beginning their background check process. For those with limited access to online platforms, accommodations may be available and can be discussed during the interview process.

Members may receive recertification, certification, and training in USFS Chainsaw (S212), Wilderness First Aid, USFS Crosscut, Red Card for Wildland Fire (S130/S190).

#### **Benefits:**

- \$480 living allowance, \$240 housing (\$720 total), paid bi-weekly
- Accrue hours towards the Public Land Corps Certificate that offers a hiring authority when applying for future federal positions
- AmeriCorps Segal Education Award of \$1956.35 upon successful completion of service term
- Members may be eligible for student loan forbearance
- Member Assistance Program – 3 free sessions of support with a counseling or work-life balance specialist
- Uniform shirts, helmet, work gloves, eye protection, and other necessary safety equipment is provided
- Assistance is available for getting Strike Team Members the outdoor gear needed to participate

- Depending upon the academic institution and program, Strike Team Member positions may fulfill internship requirements
- Professional development opportunities (mentorship, resume support, alumni listserv, etc)
- Exposure to natural resource career paths and opportunities

**General Qualifications:**

- Preference will be given to enrolled members of a federally-recognized Tribal Nation
- Be between the ages of 18 and 30 (exception for Veterans up to age 35)
- Have US Citizenship or Legal Permanent Residency status
- Have a high school diploma or GED
- Pass background checks: all offers of positions are conditional upon completion of an acceptable check of the National Sex Offender Public Registry and Federal and/or State criminal background check
- Must be eligible to receive an AmeriCorps Education Award (individuals are eligible if they have not already completed 2 full years of AmeriCorps service, or 4 AmeriCorps service terms, whichever comes first – please contact us if you are unsure of your eligibility)
- No previous experience is required, but a general comfort and previous knowledge of working/living in an outdoor setting is helpful.

**Participant Essential Eligibility Requirements**

Essential eligibility requirements for the program must be met. If you are unable to meet certain requirements, we may be able to assist you with some modification unless it alters the fundamental nature of the program, compromises the health and safety of participants or staff, or places an undue financial or administrative burden on the organization. These requirements are written the same for all positions and therefore may not apply directly to your position.

**Participation and Expedition Behavior**

- CCNC expects all members to always represent the program in a professional manner. Strike Team life will include our corps values of challenge, stewardship, dedication, community, integrity and diversity, equity, and inclusion (DEI). Members are expected to be timely, hardworking, flexible, and complete all functions of the tasks assigned, including tough physical labor, and hiking several miles to remote locations under adverse weather conditions.
- Work effectively as a member of a team despite potentially stressful and difficult conditions. This may require problem-solving on an interpersonal or group level as well as a willingness to accept difference.
- Contribute to a safe learning environment, no harassment of others for any reason.
- Willingness and ability to complete all aspects of the program including conservation projects, education, training, and national service. Members must commit to participating in all Strike Team activities, including service days in local communities where applicable.
- Effectively communicate ideas and concerns as they arise directly to supervisors, colleagues, and organization staff.

- Have the cognitive ability to learn necessary skills and apply them to effectively carry out the service work requirements.

### **Safety and Judgment**

- Effectively communicate danger to others in the form of either a warning of danger others may be encountering or a notification of personal distress, injury or need for assistance.
- You 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.
- Effectively perceive, understand, and follow direction by others so that you will be able to successfully execute appropriate and perhaps unfamiliar techniques to manage hazards. These directions may be given before the hazard is encountered or may need to be given during exposure to the hazard.
- Stay alert and focused for several hours at a time while traveling and working in varied weather conditions.
- Perceive and comprehend significant and apparent hazards, including those hazards previously identified by others.
- Respond appropriately to stress or crises.
- If taking prescription medications, participants must be able to maintain proper dosage by self-medicating without assistance from others.

### **Outdoor Skills and Fitness (where appropriate)**

- Learn and safely perform fundamental outdoor living/travel and work skills as appropriate to the project. Additionally, remain adequately hydrated, fed, and properly dressed to remain generally healthy and safe, avoiding environmental injuries.
- Live in a physically demanding, possibly remote environment for an uninterrupted period of up to several weeks. 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 more than 12 hours, to reach the nearest advanced medical care.

### **To Apply:**

**To be considered, a resume must be attached to the application. Submitting a cover letter is optional.**

### **Substance Free**

In accordance with a drug free workplace, alcohol and drugs are prohibited while participating in AmeriCorps and program activities and while on organization

*"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."*