

Job Announcement

CCNC – Forest Management/Fire Corps – Crew Leader

The health and safety of the crew, staff and communities is the top priority. The information provided below is an outline of how the Forest Management/Fire Corps program will operate, but is subject to change due to COVID 19. Updates will be provided as the COVID-19 situation evolves and new decisions are made. We encourage those interested in the position to complete the application process. CCNC will keep consistent and direct communication with all applicants.

Job Description

The mission of the [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 is a program of Conservation Legacy that is piloting a South Carolina forest management program with the South Carolina NRCS, South Carolina Forestry Commission and the non-profit Longleaf Alliance and Helping Landowners.

Title: Conservation Corps South Carolina Forest Management Crew Leader

Start/End Date: January 3, 2022 – December 20, 2022

Stipend: \$710/week

Status: Seasonal Staff, Full-Time, Exempt

Location: 323 South Main Street, PO Box 326, Society Hill, SC 29593

Benefits

Food budget while on project

Conservation Legacy Employee Assistance Program

Medical Benefits

Training and opportunity for the following certifications:

FFT2 (Firefighter Type 2 – crewmember)

FAL3 (Basic Faller)

FAL2 (Intermediate Faller)

ATV/UTV Operation

Herbicide Application

Program Summary

This is an exciting opportunity to be part of a new collaborative program to serve the needs of South Carolina's underserved landowners with NRCS funded conservation practices, including prescribed burns. The program will consist of two 20-week crews (January – June and September-December.) Members will work on forest management projects that fulfill NRCS conservation goals, help underrepresented landowners manage their land for conservation and

economic benefits, protect wildlife habitat, and preserve the Southeast's longleaf pine forest ecosystem. The program will provide education, certifications, and on-the-job experience that will help participants pursue a variety of natural resource management careers. The crew will partner with Help for Landowners, a non-profit established to serve underrepresented landowners and a variety of South Carolina natural resource agencies and non-profit partners.

Program Partners

Conservation Corps North Carolina

The mission of the 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 is a program of Conservation Legacy that

Help for Landowners

Help for Landowners is a non-profit that works to help landowners understand their land's value and steward it for conservation. Help for Landowners staff will work with the CCNC crew to help underrepresented landowners fulfill their NRCS Environmental Quality Incentives Program (EQIP) contracts and other USDA funded conservation practices.

Required Qualifications

- 21 years of age with leadership experience
- Valid drivers license and an insurable driving record
- Have U.S. Citizenship or Legal Permanent Residency Status
- High School Diploma or GED
- Pass Background Checks: All offers of employment are conditional upon completion of an acceptable check of the National Sex Offender Public Registry and Federal and State Criminal History Checks
- Wilderness First Aid and CPR Certification
- Significant chainsaw operation and maintenance experience
- Significant herbicide application experience
- Significant experience operating field equipment associated with prescribed burns in a safe and efficient manner
- Significant experience operating and maintaining hand and power tools and heavy machinery in a safe and efficient manner
- Ability to record and maintain data and keep monitoring records.
- Excellent communication and teaching/mentoring skills as well as strong conflict resolution and team building skills
- Flexibility, adaptability and capacity to work in a changing work environment including willingness to work a varying schedule.
- Ability to perform administrative duties, such as managing the crew budget and documents and utilizing database and Microsoft programs
- Strong written and verbal communication skills and a desire to work with private landowners and public agencies

- Willingness to learn and be part of a dynamic and evolving program

Preferred Qualifications

- Wilderness First Aid Responder
- Prior AmeriCorps Service
- Prior Conservation Corps Experience
- Experience with backpacking, wilderness travel, camp management and outdoor leadership
- NWC or Equivalent Faller B Chainsaw certification
- Wildland Fire experience (Hot shot, hand crew, engine crew, etc.)
- Relevant Bachelor's degree
- Strong written and verbal communication skills
- Sense of humor and desire to make a positive difference in people and on the land

Position Work Schedule

The crew will live, train, and work together as a team. The crew leader will work with CCNC and Help for Landowners staff to create a plan and schedules to complete assigned project work. The Crew Leader will also supervise the crew's living arrangements, which will typically require the crew to live in tents or cabins on or close to project locations for a variety of periods of time. In general, hours will be 6:00 am to 5:30 pm and include one hour of physical training, two fifteen-minute breaks and a half hour lunch break.

Training

The program will begin with an intensive two weeks of training focused on certifications and outdoor leadership skills. Informal training will continue throughout the term with on-the-ground skills training that will include things like tool maintenance, plant identification, and an overview of public land management agencies.

Supplies and Equipment

Crew members must supply their own personal outdoor gear equipment such as tent, sleeping bag, sleeping pad, day pack, multi-day pack, and work pants. CCNC will provide tools, food, group camp equipment (i.e. cook stove, water jugs), transportation to and from base camp to project locations, and Personal Protection Equipment (i.e. Nomex pants and shirt, neck and face covering, fire-rated work boots, helmet, leather gloves.)

Required Skills and Responsibilities

Leadership and Mentoring

- Manage, supervise, and lead the day-to-day details of project work
- Implement skills training on work-site
- Facilitate intentional discussions and informal lessons to cultivate individual personal growth and foster a positive group dynamic
- Delegate project responsibilities and mentor crew life and member development

- Follow all Conservation Legacy and the policies of places where the crew stays overnight with unwavering commitment
- Maintain professional boundaries, including enforcing a substance free work environment
- Represent CCNC, and AmeriCorps appropriately to the public
- Follow written and verbal instructions from CCNC staff and project partners
- Work with CCNC staff to plan program activities, including conservation project work, education, training, and crew/team activities

Project Management and Implementation

- Train and motivate a crew of four members to efficiently complete conservation projects on public lands within a 10-12 hour day
- Delegate project work and expectations appropriately to the assistant crew leader and crew members
- Manage on-the-ground quality and quantity of project work
- Use critical thinking and interpersonal skills to solve problems and resolve issues
- Coordinate logistics and communicate effectively with assistant crew leaders, CCNC staff and project partners
- Use, maintain, and repair heavy machinery and hand and power tools as necessary
- Set an example of doing long and challenging outdoor work in all types of weather
- Apply environmental conservation and restoration knowledge and outdoor living skills to all outdoor settings and work projects

Safety and Risk Management

- Monitor, manage, and promote the crew'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 crew 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
- Maintain proper dosage of any prescription medications without assistance from others

Administration

- Professionally complete time sheets, daily and weekly reports, corps member assistant leader 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 assistant crew leader, crew members, CCNC staff, landowners, and project partners
- Resolve challenges that arise with and between crew 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 crew members and project goals

Environmental Ethics

- Teach and be a model of 'Leave No Trace' techniques

Essential Requirements

- Sit, stand, walk, speak, and hear
- 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.

Reasonable accommodations may be made for qualified individuals with disabilities to perform the essential functions.

CCNC is a drug-free organization. Alcohol and illegal substances are prohibited while participating in program activities and on CCNC, North Carolina State University, and program partner property.