



Position Title: Crew Leader

Position Service Site: Wisconsin Conservation Corps, based in La Crosse, Wisconsin; project sites throughout Wisconsin and the Upper Midwest

Service Dates:

The WCC Crew Leader commitment will feature two AmeriCorps service terms in 2024:

April 30th through August 22nd, 2024 (17 weeks)

1200 Hour AmeriCorps Service Term

September 10th through November 20th, 2024 (11 weeks)

900 Hour AmeriCorps Service Term

Benefits:

- Biweekly living stipend paid throughout season
 - \$550 per week for 28 weeks, \$15,400
- Segal AmeriCorps Education Award earned upon successful completion of service
 - Approximately \$8,700

Housing: Provided in the form of single occupancy tents at campsites or dormitory-style indoor accommodations (depending on project and time of year).

Requirements: Valid driver's license, ability to pass a background check, and full availability throughout the season.

Position Overview: Crew Leaders lead and motivate Crew Members while completing conservation projects as a team in the outdoors. Wisconsin Conservation Corps crews travel throughout the northern Midwest and can expect to perform conservation service projects with 3 to 6 different project partners during their season. A typical WCC crew features two or three Crew Leaders and three or four Crew Members. Crew Leaders will be expected to change crews at times during the field season depending on the needs of WCC or project partners. This means that one Crew Leader may not stay with a specific crew for their entire summer or fall season; they may serve with several different WCC crews during their season. A Crew Leader is responsible for the safety of the crew throughout the season at project sites and during non-project time. A Crew Leader will educate Crew Members about conservation corps operations and successful implementation of conservation projects. Crew Leaders will need to communicate with WCC staff and project partners on a daily basis through phone calls, text messages, workflow apps, and email. Crew Leaders are required to drive WCC fleet vehicles and manage safe trailer use. Crew Leaders will regularly tow trailers behind their fleet vehicles throughout the season. When not actively serving on a project, a Crew Leader is responsible for promoting service and environmental awareness through community engagement and volunteerism in the outdoors.

Service Description: Wisconsin Conservation Corps crews serve together to complete projects that make positive and lasting change in natural areas around the upper Midwest. Conservation projects that WCC crews complete may include:

- **Habitat restoration** through the treatment and removal of invasive species
- **Trail building** and design in state parks, national parks, conserved land, and other publicly accessible natural areas
- **Boardwalk construction** and installation along National Scenic Trails and in publicly accessible natural areas

Crew Leaders have the opportunity to expand their comfort zone. Crews spend the full duration of their season living, serving, and traveling together. Off times during the season are an opportunity to explore nearby towns and natural areas, take care of chores like laundry and grocery shopping, and relax at camp or in provided housing. Wisconsin Conservation Corps does not allow the use of alcohol, recreational drugs, or tobacco throughout the entire crew season, during the service day or during non-project time. WCC crews live sustainably and follow Leave No Trace principles. Participants are responsible for developing a menu, grocery shopping, and cooking together, while taking into account all possible dietary restrictions.

Crew Leader Training: Crew Leaders participate in a five week training program provided by WCC at the beginning of the season. Crew Leader Training features the following trainings and more:

- NOLS Wilderness First Aid
- Chainsaw Use and Maintenance Certification
- Brush Saw Use and Maintenance Training
- Certified Pesticide Applicator Certification in Wisconsin
- Trail Building Training
- AmeriCorps Orientation
- AmeriCorps Conflict Resolution Training
- Fleet Vehicle Use and Driving Training
- Trailer Towing Training and Practice
- Tent and Campsite Set Up Training
- Budgeting, Food Shopping, Cooking, and Hygiene Overview

Responsibilities:

- Co-lead and motivate a conservation corps crew made up of 2 or 3 Crew Leaders and 3 or 4 Crew Members
- Oversee safety and well-being of the crew during the service day and during non-project time
- Serve up to 12 hours per day on project for 4-10 consecutive days in outdoor locations; 40 hours per week of direct project field service time is expected
- Complete service projects and camp in a variety of weather conditions and temperatures
- Operate and maintain chainsaws, brush saws, herbicide applicators, backpack sprayers, mowers, and hand tools to accomplish conservation projects as assigned
- Operate fleet vehicle and trailer as assigned
- Hike extended distances on various terrain with a 25+ pound backpack
- Manage day-to-day crew tasks including cooking, camp cleanliness, crew schedule and time management, errands, chores, and vehicle and trailer cleanliness

- Use basic budgetary and financial guidelines to manage food shopping expenses
- Keep detailed records of crew accomplishments, including acres restored or feet of trails maintained/built
- Assist with documenting and promoting the WCC Crew Program by photographing participants in the field and sharing photos with WCC staff
- Communicate with project partners to ensure proper completion of project objectives
- Communicate with Crew Members, WCC staff, and members of the public
- Practice Leave No Trace principles and sustainable living techniques
- Create a functional and positive crew community
- Abide by all WCC & AmeriCorps policies and procedures
- Alcohol, recreational drug, and tobacco use is strictly prohibited throughout the season, during project work, evenings, and off times

Qualifications:

- Able to perform field duties while exposed to adverse conditions such as inclement weather and biting insects
- Willingness and ability to use herbicide, chainsaws, and any other tools required to complete assigned tasks
- Leadership experience as conservation corps Crew Leader, summer camp counselor, trip leader, mentor, resident assistant, or other related experience
- Participants must provide personal items such as all-leather boots, sleeping bags, backpacks, water containers and rain gear; WCC has a small library of outdoor gear that may be borrowed for a season (supplies are limited and are not guaranteed to be available upon arrival)
- Must be able to commit to the full 28 week field season
- Passionate about environmental causes and creating community through environmental service
- Understanding or willingness to learn various conservation practices or land management techniques
- Possess a valid driver's license and an insurable driving record
- Upon hire, all Wisconsin Conservation Corps Crew Leaders must consent to a Criminal History Check; service with WCC will be considered probationary until all results are returned and have been reviewed

*WCC provides equal employment opportunities without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran per applicable federal, state, and local laws. We are committed to assuring equal employment opportunity and equal access to services, programs, and activities for persons with disabilities. If you have a disability, and need to access information in an alternative format, or need it translated into another language, please contact us at **608-782-2494**, by email at staff@wiscorps.org or **Wisconsin Relay 711**.*