



## IDAHO CONSERVATION CORPS Crew Member Position Description



<b>Position:</b>	Spokane Fisheries Crew - Seasonal Stewardship Program (SSP) – AmeriCorps Crew Member
<b>Position Type:</b>	A seasonal, field-based residential (camping) position.
<b>Location:</b>	Crews will be based out of Spokane, WA
<b>Living Allowance:</b>	\$3,400.00 pro-rated throughout term of service \$1,538.30 AmeriCorps Education Award available after completion
<b>Benefits:</b>	Paid leadership training, professional trainings and certifications available, transportation
<b>Program Dates:</b>	See <a href="http://www.idahocc.org">www.idahocc.org</a>
<b>Application Process:</b>	Visit <a href="https://www.nwyouthcorps.org/joinNYC">https://www.nwyouthcorps.org/joinNYC</a>
<b>Questions/Contact:</b>	Kait Lemon, Sandpoint, ID KaitL@Idahocc.org

### Organization Overview

Idaho Conservation Corps (ICC) has operated in Idaho since the summer of 1992. ICC is a part of the Northwest Youth Corps (NYC), a non-profit organization dedicated to empowering youth and young adults to become successful, resilient members of their communities. To achieve this, ICC provides a variety of outdoors, conservation-specific programs to youth and young adults throughout Idaho emphasizing education, leadership, and personal growth.

Since 1984, NYC/ICC and its resource management partners have provided opportunities to over 20,000 youth and young adults to learn, grow, and experience success. NYC's programs serve over 800 youth and young adults annually, with programs operating in Oregon, Washington, Idaho, and California.

### Position Description

Fisheries Crew Member participants spend twelve weeks camping, working, and travelling together as a four person team in cooperation with the Kalispel Tribe Fisheries Department. This position is a temporary developmental position where the incumbent will likely be required to work long, unusual hours, weekends, and occasionally holidays. This work is primarily performed outdoors and requires lifting, pulling, and hauling in all kinds of weather conditions on variable terrain.

The Seasonal Stewardship Program (SSP) is an innovative AmeriCorps program designed to provide hands on training and experience to those interested in pursuing employment with conservation corps, land and water resource management agencies, and other outdoor careers. The SSP integrates team-based work projects, education, and on-site vocational training into an experience that prioritizes personal growth and the development of conservation work skills.

## **Examples of Work**

- Aids in collecting limited biological data related to fisheries resources using established techniques.
- Participates in sampling programs and projects designed to provide catch, effort, mortality, species composition, life history, abundance, distribution, movement, age, growth, and other biological data to inform fishery management decisions.
- Participates in netting, trapping, electrofishing, and piscicide programs designed to reduce or eliminate target non-native fish populations.
- Assists as a crew member in standardized fisheries data collection with gill nets, trap nets, boat electrofishing, backpack electrofishing, angling, snorkeling, fixed station and mobile biotelemetry.
- Participates in stream, lake, and river habitat enhancement and restoration projects including: fencing, vegetation planting, bank stabilization, in stream structure placement, channel construction, road obliteration, fish passage improvement, distributing fish, operating and maintaining equipment.
- May assist with or perform other work as required.
- Must be in good physical condition to be able to work and hike in inclement weather conditions and over variable and rugged terrain. Must be able to lift at least 70 pounds.
- Must be able to work in a multi-cultural environment and work variable hours, long days, early mornings, holidays, and weekends as the work dictates.
- Must be willing to travel for work projects and training as necessary.
- Work history must reflect excellent attendance.

## **Duties and Responsibilities**

**Training:** The primary focus of the SSP program is to prepare members for fulltime employment with a combination of field work activity and industry-recognized trainings. You will receive both training through Idaho Conservation Corps and through the Kalispel Tribe.

**Work Project Participation:** SSP Participants will be part of a three person crew led by one leader. Participants are responsible for the safe completion of assigned work projects in a timely manner to predetermined specifications under the direction of their Crew Leader. They work closely with program staff and other participants, paying specific attention to safe work practices, proper tool use, and work quality and efficiency.

**Development:** SSP AmeriCorps Participants participate in educational group discussions at least two times a week. An Individual Development Plan will be created by each member to foster self-improvement and reflection as the program progresses.

**Hours:** During the 12-week program, there will be two crew structures. One crew will work eight days on followed by five days off, the other will work 4 days on, followed by 3 days off. Projects may be either front country (car camping) or backcountry. A campsite and transportation to the campsite with the crew will be provided for the days on, with subsequent transportation back to Spokane at the end of each "hitch." Housing is not provided on days off. Members must complete a minimum of 450 hours of service, averaging 80 hours per two-week hitch, including work, training, education, and travel time. A 30 minute lunch and at least two breaks will be provided each day. No vacation time is provided during this program.

## **Required Qualifications**

- At least 19 years old
- Education: Minimum of a high school degree or working towards a high school degree. Course work in fisheries or natural resource management preferred.
- Experience: Applications will be reviewed considering all past work experience, outdoor recreation background, and volunteer experience relevant to this position. Prior experience in environmental studies, outdoor recreation, resource management, and familiarity with hand tools is desirable. Experience and certification in First Aid is not required but strongly encouraged.
- Physical Condition: All applicants must be in good physical condition and capable of working long hours on strenuous labor intensive projects. Work projects often require heavy lifting, constant bending, digging, and extensive backcountry travel. Applicants must be able to backpack 12 miles and lift up to 50 lbs.
- Due to the possible remote nature of this program, applicants must be comfortable with extremely limited contact with the outside world. There may be no opportunities for internet access and mail, and cell service may be extremely limited.
- Crewmembers must provide their own tent work clothing, sleeping bag, and sleeping pad.

Apply online at [www.nwyouthcorps.org/JoinNYC](http://www.nwyouthcorps.org/JoinNYC). Please indicate **Spokane Fisheries Seasonal Stewardship Program (SSP)** in your Cover Letter before submission. Contact Kait Lemon at [kaitl@idahocc.org](mailto:kaitl@idahocc.org) if you have any questions. Additional program information can be found at [www.idahocc.org](http://www.idahocc.org).

**ICC is an Equal Opportunity Employer**

**The member will not engage in any prohibited activities as stated in the Member Service Agreement.**

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**Member Signature**

**Date**

