



# Crew Member, Young Adult Programs

**POSITION:** Member, Young Adult Fire Crew

**CLASSIFICATION:** Seasonal

**LOCATION(s):** Crews travel throughout the state – Boise (ID)

**COMPENSATION:** Members receive a living allowance of \$3,250 prorated through their term of service, \$1,612 AmeriCorps Education Award upon the successful completion of the program.

**TERMS OF EMPLOYMENT:** 450 Hour AmeriCorps term of service

**PROGRAM DATES** 5/11/20 – 8/14/20

## **Organization Background**

Idaho Conservation Corps (ICC) is part of 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, NYC provides a variety of outdoor, conservation-specific programs to youth and young adults throughout the Northwest emphasizing education, leadership, and personal growth.

Since 1984, NYC and its resource management partners have provided opportunities to over 19,000 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:**

ICC's young adult programs are innovative AmeriCorps service programs 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. Our program integrates team-based work projects, education, and on-site vocational training into an experience that prioritizes personal development and conservation work skills. The position is challenging.

- Participants work on physically demanding conservation projects in all kinds of weather.
- Our program is a highly structured immersive experience, in an environment that does not allow for much independent time away from the crew, time in "civilization," or access to electrical power.
- We focus intentionally on the concept of community within our crews, which means we focus on being present with one another and do not use cell phones until after 8PM each evening (we intentionally "unplug").
- Participants engage in many group activities each day to help the crew function, including meal prep, water treatment, and tool maintenance, followed by a family-style dinner and formal educational sessions.
- Participants are actively mentored and empowered by their leader and expected to take on increasing leadership roles within the crew, including acting as a "leader of the day/week" by the end of the program.

**Through these challenging and rewarding experiences, our programs consistently help members become resilient, disciplined, empathetic and strong. A high value is placed upon interpersonal dynamics and the development of robust workplace skillsets.**

The Fire Crew will focus on fire related work including fuels reduction projects, earn chainsaw certifications, attend the Bureau of Land Management's fire school, earn a Red Card, and gain experience with other federal agencies on conservation projects throughout the state of Idaho. Following the trainings, members will have the opportunity to join the BLM for up to two weeks to go out on an active fire with BLM fire crews.

Members will also be required to help coordinate and pass a physical a complete a pack test to participate in certain aspects of this crew. These will be planned with your program coordinator upon hire.

### **Training/Professional Development:**

Participants are provided a comprehensive training which, depending on your crew's projects may cover the following topics:

- USDA Chainsaw/Crosscut operation and maintenance
- Basic Trail maintenance and Construction
- Crew Management and Motivation
- Conservation Education
- ICC Leadership Philosophy
- Diversity, Equity and Inclusion
- Risk Management and Safety Procedures
- Tool Use and Maintenance

### **Duties and Responsibilities:**

*Work Project Participation* – Crew Members will be part of a six-person crew led by one staff member. Crew Members are responsible for the safe completion of assigned projects promptly to predetermined specifications under the direction of their Crew Leader. They work closely with program staff and other participants, paying specific attention to safe workplace practices, proper tool use, work quality, and efficiency. Participants will work on high priority conservation projects for land management partners like the Forest Service, BLM, and Bureau of Reclamation. Some crews may be focused on the construction of bridges and kiosks, while others focus on the restoration of at-risk landscapes and watersheds. Other projects may include fuels reduction or GIS mapping and surveys. Each crew will have a project specialty and will receive training and certification appropriate to that theme.

*Development & Education:* - Crew Members participate in informal and formal educational discussions. An Individual Development Plan will be created by each member to foster self-improvement and reflection throughout the program. Participants will have the opportunity to earn industry-recognized credentials.

### **Required Qualifications:**

- Desire to learn and grow
- 19+ years old
- Excellent judgment
- Ability to, give and take feedback
- Ability to lift 50 lbs., hike several miles, and be on foot for 8-10 hours per day
- High School Diploma, GED
- Positive mental attitude, flexibility and commitment to success
- Ability to pass a criminal history background check

### **Hours:**

Though schedules can vary, most crews will work a 9 day on 5 day off schedule conducting project work Tuesday through the following Wednesday throughout their 9-week experience. Members must complete a minimum of 450 hours of service, averaging 40-45 hours a week - including work, training, education, and travel time — a 30-minute lunch and at least two breaks each day. No vacation time is provided during the 9-week immersive program.

Due to unpredictable nature of Fire Season, members will be asked to maintain great flexibility and professionalism during the season.

**To Apply:** Please complete applicant registration materials at <http://www.idahocc.org>

**Questions/Contact:** Rebecca Cashero, Recruitment Coordinator, at [Rebeccac@nwyouthcorps](mailto:Rebeccac@nwyouthcorps) or by phone at (541) 743-8591.

**Idaho Conservation Corps is an Equal Opportunity Employer** - Our core purpose is to provide opportunities for youth and young adults to learn, grow, and experience success. We believe diversity is a key source of strength for our communities, and we strive to create a safe and empowering environment for participants from a wide range of backgrounds and abilities. We are deeply invested in the success of youth and young adults of all races, ethnicities, gender identities, religions, sexual orientations, economic statuses, or other socio-cultural identifiers.