2027 CREW MEMBER POSITION DESCRIPTION

AmeriCorps Position: Crew Member (ages 18-30, 35 for veterans), 300 hours
Living Allowance: $500/week stipend before taxes, paid out every 2 weeks
Service Term: June 1st – August 13th (or October 15th for Extended Season)
Service Schedule: Dependent on Agency Partner - Monday-Thursday or Tuesday-Friday (40-hour week), potential for longer "hitches" (8 days on, 6 days off), potential for backcountry
Reports to: Crew Leader, Field Coordinators, Corps Manager, Director of Stewardship
Criminal History Check: NSOPW, FBI & State(s), the member does have recurring access to vulnerable populations
Benefits: Boots, Pant Stipend, Gear Rentals, AmeriCorps Education award: $1,560.34, potential for WFA training

Location: This is a residential program; participants will be camping throughout the summer in front-country campgrounds (water, toilets, etc.). In occasional instances, crews may have bunkhouses provided by the US Forest Service or National Park Service, but campsites will be guaranteed before the season. Depending on crew location, crews can expect to spend anywhere from 40% to 100% of their season living in tents. Please note that certain activities such as food shopping, meal preparation, eating meals, cleaning bunk/tent/rooms, personal cleanliness, and evening activities do not count towards term hours.

Crews work in the following locations:

- Rocky Mountain National Park (Estes Park area, or Grand Lake area)
- Arapaho National Forest (Sulphur Ranger District)
- Roosevelt National Forest (Boulder and Canyon Lakes Ranger Districts)

Position Summary: Rocky Mountain Conservancy (RMC) crew members will work with four to eight of their peers and one or two crew leaders to complete conservation, wildfire restoration, vegetation management, or other related developed recreation projects throughout public lands in Northern Colorado. Projects can include, but are not limited to, trail maintenance and construction, vegetation management, wildfire restoration, habitat restoration, historic structure stabilization and restoration, and basic carpentry. Projects are completed alongside the National Park Service and USDA Forest Service staff, along with interaction with several local nonprofits.

Additionally, crew members will participate in orientation and training activities, educational programs, shadowing opportunities, and career development workshops. These will include but are not limited to safety protocols, Leave No Trace principles, backcountry preparedness, natural and cultural history, resume workshopping, USAJobs overview, and a review of AmeriCorps policies, expectations, and requirements. The Conservancy will additionally supply a food stipend ($10/person/day **while serving)** in the form of a credit card provided to crew leaders.

AmeriCorps Crew Members must be able to serve effectively on a team comprised of their peers, helping fellow members achieve personal and program success through the principles of teamwork andservice-learning. Crew Members must be responsive to instructions and feedback delivered by the CrewLeader(s), Program Staff, and project hosts from land management agencies such as the NPS, USFS, and local nonprofits.

Qualifications:

- Positive attitude and interest in civic service
- Previous experience working in a group setting
- Strong desire to strengthen personal growth and leadership skills
- Effective communication skills
- Interest in conservation, historic preservation/developed recreation, or natural resource management
- Dedication to complete the full term of AmeriCorps service
- Proven flexibility and adaptability to changing work schedules
- Being mentally prepared to camp/serve for 11 weeks in varying weather conditions
- An ability to empathize with others and work through adversity
- Experience using hand tools is preferred

Requirements:

- Must be a US Citizen, US National, or Lawful Permanent Resident of the US
- Must pass the National Sex Offender Public Registry and applicable State and Federal background checks
- Must complete a physician's review
- Must have a general First-Aid/CPR certification or the ability to obtain one before the start of the term.
- Must be between the ages of 18-30 (Up to 35 for veterans)
- Strong prioritization of safety for oneself and others. This includes but is not limited to knowing your physical limits to reduce strains and sprains, using caution when lifting and using team lifts when possible, being aware of your surroundings, and careful foot placement when walking on uneven ground.
- Demonstration and continued respect of RMC property including but not limited to RMC vehicles, equipment, etc.

Essential Service Functions: Ability to perform the *Essential Service Functions at least 40 hours per week

- Long (10-hour) days of shoveling, digging, carrying equipment, swinging heavy tools repetitively, as well as a myriad of other physical activities
- Heavy lifting of up to 50 pounds
- Walking and working on steep or uneven terrain
- Carrying a 50lb backpack up to 10 miles
- Serving, eating, and camping outdoors in all weather conditions

*Adequately performing essential service functions is a requirement of this position. Reasonable accommodation is available upon request.

Position Responsibilities and Tasks:
Crew members must:

- Actively participate in all training, orientation, education, and career development programs
- Develop personal and professional goals, and create plans to achieve those goals
- Substantially contribute to all service projects
- Abide by safety protocols, including wearing all required PPE during project work
- Follow the direction and guidance of crew leaders, agency staff, and RMC Field Staff

Members are expected to serve **a minimum of 300 hours and complete the entire service term per thestart and end dates listed on the Member Service Agreement**. Due to the brevity of the position, no vacation, sick leave or personal time is granted. Each day of service, training, or education, members will take a required ½ hour lunch that does not count towards term of service hours.

I. To actively participate in all training, orientation, education, and career development programs.

- Crew members must:
    a. Attend all provided training and orientation activities from June start to August (or October) end.
    b. Be prepared to take notes, complete assigned tasks, and actively participate in interactive sessions.
    c. Attentively listen to and demonstrate respect towards presenters.
    d. Identify goals and pursue achieving them over the course of the season.
    e. Demonstrate drive and interest towards personal development and professional growth
    f. Actively participate in weekly debrief discussions and one-on-one meetings with respective Crew Leaders or Field Staff as appropriate
    g. Contribute to weekly crew cooking, chores, and campsite cleanliness

II. To substantially contribute to all service projects.

- Crew members must:
    a. Arrive at work on time, every time. Work schedules vary from crew to crew and will be identified in conjunction with your agency partner.
    b. Be fully prepared for the workday with nutrition, hydration, layers, work uniform and PPE.
    c. Be fully present during the workday.
    d. Follow directions from agency staff, crew leaders, and RMC Field Staff.
    e. Effectively work with their crew to coordinate project responsibilities and duties.
    f. Complete project tasks to partner standards.
    g. Assist with project reporting to the Corps Field Supervisor throughout the season.
    h. Abide by safety protocols and procedures.

In accordance with 45CFR 2520.65, AmeriCorps members may not perform prohibited service activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in the activities. Prohibited service activities are outlined in the Service Agreement section VII and AmeriCorps member manual.

Training: As an AmeriCorps service-learning program and to prepare Crew Members for work in-the field, the Corps provides orientation and technical skills training at the start of the program year and additional region or project specific training throughout the service term including AmeriCorps benefits, team building and conflict resolution, safety and risk management, tool safety and use, tool maintenance, defensive driving, Leave No Trace, and backcountryskills. No more than 50% of the term hours will be spent on education/training.

Role Clarification: This is an AmeriCorps member level position, NOT a staff member. While serving inthis AmeriCorps volunteer position, AmeriCorps members need to abide by the restrictions below:

- AmeriCorps members may NOT sign/approve official documents such as AmeriCorps paperwork, member timecards, performance evaluations, disciplinary contracts, project contracts, or any similar documents.
- AmeriCorps members may NOT be directly involved in project acquisition or contracting.
- AmeriCorps members may NOT discipline other AmeriCorps members. While they may provide guidance, facilitate crew meetings, motivate, reward, and uphold safety policies on the servicesite, all policy violations and disciplinary action must be directed to and handled by Staff.

X _____

Crew Member Signature and Date