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| **Position Title:**  Crew Leader Fuels and Fire | **Reports to:**  Regional Program Manager |
| **Classification:**  AmeriCorps | **Requires ability to operate MCC vehicle(s):**  No |
|  | **Recurring Access to Vulnerable Populations[[1]](#footnote-1):**  No |

**Position Summary:** The Crew Leader (CL) will assist in the successful completion of MCC natural resource and community service projects, on-site management of 4-6 participants, monitoring of crew dynamics to ensure a high level of crew motivation and functioning, as well as the delivery of the full range of MCC program components. This is not a 9-5 job, rather a commitment to service and an experience where long hours and extended time away from your home base are to be expected. Serving as a CL at MCC means having passion for service to others, for wild lands and wild places, for personal growth, or for any number of MCC’s values. Leaders and their crews will camp for most of their term, oftentimes in remote locations in varied terrain and in all weather conditions. Work will primarily consist of: wildland fuels mitigation projects, high proportion of chainsaw use, fireline construction and other forest health monitoring activities. Work could also include: building or maintaining trails, treating or removing invasive species, building fences, operating chainsaws to reduce wildfire risks by thinning trees, among many other types of projects. Not all CLs will work on all types of projects. This crew has the potential to be deployed on wildland fire incident responses and prescribed burn projects. The CL is the primary in-field liaison between regional staff and the on-site project partner or technical advisor, generally an employee of the land management agency or group working with the crew. The CL will also establish and maintain a good working relationship with other partner personnel, Crew Members, MCC staff and volunteers who come into contact with the crew. The CL prioritizes Crew Member development through program delivery, project work, and adherence to MCC policies and procedures. The CL is entitled to the benefit package offered to all AmeriCorps participants. While the home office is based in Helena, MT, this crew will spend the season working in the Salmon-Challis National Forest in Idaho.

Crew Leaders understand that commitment, flexibility and self-motivation are integral to maintaining the high expectations placed upon them. They use their training, experience and commitment to facilitate their crew’s development. They are creative in their approach to problem solving and motivating others, and are invested in the idea that their personal development and growth as a leader are most fully realized when used in service to their crews, their communities and the environment.

**Programmatic Duties:**

* Actively participate in MCC’s Leadership Development Program, gaining knowledge of, and demonstrating investment in, MCC’s approach to fulfilling its mission
* Guide, support and assist Crew Members to ensure quality work performance, safety, and crew well being
* Communicate and organize service work in conjunction with the partner/land management agency’s technical advisor; ensure project completion to the satisfaction of partner expectations
* Ensure safety as the top priority during all MCC activities and projects; promote a ‘culture of safety’ with emphasis on adherence to MCC policies and procedures
* Make recommendations to regional staff for fair and appropriate behavior management of Crew Members as needed
* Oversee implementation of all elements of the Crew Member Development program, including delivery of MCC’s formal education curriculum, ensuring successful Crew Member performance of crew roles and by providing opportunities for Crew Members feel empowered to take on leadership roles
* Instruct Crew Members in all relevant technical project skills necessary to promote safety and high quality project completion. Skills include, but are not limited to: situational awareness, proper tool use, ergonomics/body mechanics and appropriate methods for project implementation which meet partner agency standards
* Teach Crew Members all relevant camp-life skills, including, but not limited to: leave-no-trace ethics, group kitchen setup/use, hygiene methods and waste management
* Provide technical, logistical and leadership support to crews and individual Crew Members
* Promote a positive public image for MCC by wearing the MCC uniform and acting in a professional and respectful manner at all times while representing MCC
* Attend and assist in MCC-hosted service days with members of the community and other MCC events
* Fulfill other program-specific requirements such as those focused on civic engagement
* Demonstrate an ability to work across differences to promote inclusion of all participants

**Administrative Duties:**

* Provide information for development and evaluation of Crew Members; including both positive feedback and areas of potential improvement
* Maintain accurate records, including timesheets, personnel, Crew Member development, inventory, safety and work project records
* Complete and submit required reports and other paperwork in a timely manner before end of term of service

**Qualifications:**

* High school degree, GED, or willingness to work towards obtaining a GED
* Preferred candidates will have experience operating a chainsaw
* Minimum age of 21 years old on the start date of the program
* US Citizenship or ability to work legally in the US
* Ability to pass a National Service Criminal History Check
* Ability to eventually hike 3-20 miles per day in terrain that can be steep, rocky or uneven, often wearing a 45lb backpack while carrying tools and sometimes backpacking with full packs of 60 – 70lbs
* Ability to lift up to 35 pounds repeatedly and use hand and power tools
* Effective written and oral communication skills
* WAFA is required by the start of the season and training is reimbursable to allotted amount.

**Encouraged Aptitude:**

* Demonstrates desire to serve the community and the environment
* Embraces willingness to work long, hard hours in all weather conditions; ability to be away on overnight trips for up to 10 days at a time
* Commitment to completing term; available for duration of entire term of service

**Desired Additional Qualifications:**

* Valid driver’s license, ability to pass a Motor Vehicle Records check

*MCC seeks to provide access and opportunity to a diverse group of staff and participants, while continuing to identify and reduce barriers to being involved in our organization and programs.  We encourage applicants of all backgrounds to apply.*

1. Vulnerable Populations, per National Service Criminal History Check Guidance, include children age 17 or younger, persons age 60 and older, and/or individuals with disabilities. “Individuals with disabilities” has the same meaning given to the term in the Rehabilitation Act in 29 U.S.C. § 705(20)(B), and includes any person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having an impairment. [↑](#footnote-ref-1)