



Mt. Adams Resource Stewards

**Position Announcement: Stewardship Crew Project Lead**

**Duration:** Permanent, full-time depending on satisfactory reviews and funding availability

**Duty location:** Glenwood, WA

**Salary and benefits:** This is a full-time, overtime exempt position with an annual salary of \$45,000-50,000 depending on qualifications and experience. MARS offer a simple IRA retirement plan after 6 months of continuous employment.

**Closing date: OPEN UNTIL FILLED with a desire for applicant to begin work no later than February 2021.**

Mt. Adams Resource Stewards (MARS), a 501(c)(3) non-profit organization founded in 2004, is seeking an exceptionally motivated, creative and team-oriented individual to build on successes and continue growth with our natural resource/forestry stewardship crew program. The successful candidate will work with MARS staff and partners to further develop a high capacity stewardship crew whose functions are integrated with a growing number of field projects for which MARS is responsible.

Functions/activities of the crew typically include labor-oriented work, such as fuels reduction, prescribed burn unit prep and support during prescribed burning operations; tree planting; timber stand improvement; invasive/noxious weed control; and fence building; as well as more technical tasks such as stand exams and data gathering support for monitoring plots. MARS continues to explore possibilities for the crew to participate in wildfire suppression activities during emergency situations. The Crew/Project Lead will work with MARS staff to develop a strategy for project permanence and expansion, to include refining and maintaining timetables and financial plans for crew sustainability. The Crew/Project Lead's responsibilities are diverse and centered around overseeing a smoothly and safely operating crew that can consistently meet production targets. Day-to-day activities could range, for example, from operating a chainsaw or heavy equipment to managing crew personnel issues to representing MARS at meetings with project partners and assisting with grant proposal development. Additional information about the background and vision of the project are below.

There is also an opportunity outside of the field season for the successful applicant to provide support or take the lead on additional/special projects that serve to advance Mt. Adams Resource Stewards' efforts that focus on community-based natural resource management strategies to advance our mission of sustainable connections between the land and local communities across one of the more spectacular landscapes in the Pacific Northwest. More can be learned about MARS at [www.mtadamsstewards.org](http://www.mtadamsstewards.org).

**Desired Qualifications**

- Practical and successful experience preferably in a leadership role with natural resource crews, such as wildfire suppression, trail, survey or other crews;
- Advanced firefighter/prescribed burn-related qualifications are a plus, as we explore future possibilities for the program;
- Skill in conducting research, interviews and other information gathering to develop a thorough understanding of issues, requirements, standards and practices relevant to success of the stewardship crew;

- Exceptional ability to get along with others in a close knit and demanding work environment while successfully navigating realities and demands of a crew/project leadership position;
- Strong communication skills, including writing abilities that can support collaborations with other staff and project partners in developing bids and grant proposals for crew projects;
- Willingness to endure potentially strenuous work in the field under adverse weather conditions;
- Two or four year college degree in relevant field such as natural resource management, forestry, etc.

Interested applicants should submit a cover letter, resume and three references to:

Jay McLaughlin  
Executive Director/Mt. Adams Resource Stewards  
PO Box 152  
Glenwood, WA 98619      [jay@mtadamsstewards.org](mailto:jay@mtadamsstewards.org)      (509)637-3701

### **Growing Local Stewardship Capacity: Vision and Planning for a Mt. Adams Cross-Trained Crew**

#### **Background**

In over ten years of developing and implementing projects designed to restore, enhance and steward the forested environment of the Mt. Adams region, Mt. Adams Resource Stewards (MARS) has been challenged by the lack of locally-based, skilled contractors able to address various project needs. These needs have included activities such as preparation for and implementation of prescribed burns, pre-commercial thinning, fuels reduction work and tree planting. While the region has strong representation from businesses that work in areas that have traditionally provided substantial contracting opportunities (i.e. timber harvest), as well as fewer small specialized businesses, such as tree care/chipping businesses, medium sized projects that require a combination of hand labor and/or specialized skills/qualifications have difficulties attracting bidders. MARS has conducted trainings and developed informal and web-based networks in an effort to encourage and support local business growth in this area with very limited response and success.

The concept of a cross-trained stewardship crew based in the Mt. Adams region is a reflection of both a niche that MARS perceives to currently be devoid of sufficient contractors, as well as a fundamental belief that both our communities and the natural environment are safer, better managed, and more productive and prosperous when we realize opportunities for local people to connect with and benefit from exemplary management of natural resources. The predominant experience as far as forests in the region since the early 1900's has been more focused on harvest and commercialization of trees that were naturally established in many cases long before today's inhabitants arrived in the area, as well as suppressing historic forces, such as fire, that shaped these forests. Our belief is that this history and the ensuing impacts to forested landscapes require a period where local literacy and leadership around other aspects of a forest ecosystem's recovery, growth and maintenance receive a greater focus. The cross-trained

stewardship crew is our initial effort at providing a local vehicle for training and activating a local, stewardship workforce.

## **Vision**

The initiative is guided by the following vision:

The Mt. Adams Cross-Trained Stewardship Crew will bring a highly trained, skilled and productive team of forestry technicians with advanced knowledge of local issues and considerations to provide land managers with stewardship solutions not previously available in the region. Activities for the crew that have been identified by MARS and partners include:

- forest stand improvement/stewardship work using hand and power tools (i.e. chainsaws) to address non-commercial components of commercial thinning projects to meet stewardship objectives;
- preparation for and implementation of prescribed burning through fireline preparation, pruning and thinning of sub-merchantable trees, burn plan development and approved use of fire;
- timber stand improvement and stewardship project tree marking and unit layout;
- upland and riparian tree and shrub planting;
- defensible space and shaded fuel break development in the wildland-urban interface;
- habitat enhancement projects, such as snag creation (topping, girdling), coarse woody debris placement, beaver dam analogue construction, etc.,
- noxious weed removal;
- wildfire suppression support if/when necessary.

## **Guiding Principles and Interests**

The crew is built around the following principles and interests:

- Local knowledge matters, as does a connection, sense of ownership, and pride in a place and the resources we steward;
- A strong work ethic is essential, as is the need to work intelligently without ever compromising safety;
- Resource stewardship isn't just a job, but a vocation to which we are dedicated;
- Enjoyment of our work is also important and built upon camaraderie with fellow crew members and MARS staff, respect for individual differences and strong communication habits;
- As service providers our clients include not just land owners and managers, but the land itself that we steward – treat them all well!
- Frequent training and capacity building opportunities contribute to professionalism and advancement of crew members' career goals – crew members will work with crew lead and MARS staff to identify interests and opportunities to pursue them;
- Help MARS advance our interest in demonstrating exemplary land management and what it can mean for our local communities.