



Mt. Adams Resource Stewards

Position Announcement: Stewardship Crew - Assistant Crew Lead (1-2 positions)

Duration: 10-12 months per year

Hours: 40/week (field-based), Overtime may be available on fire assignments with partner agencies.

Duty location: Glenwood, WA / Trout Lake, WA

Work environment: Extensive outdoor work with exposure to remote work locations, inclement weather, and extensive physical work duties. Some office work required.

Salary and benefits: \$20-24 / hr DOE. + \$350 stipend for work boots/saw pants/ etc. All necessary Personal Protective Equipment provided.

Closing date: OPEN UNTIL FILLED, est. start date(s) Jan 1 - Feb 1, 2022

Mt. Adams Resource Stewards (MARS), a 501(c)(3) non-profit organization founded in 2004, is accepting applications for its Stewardship Crew. MARS works to support the ecological and economic health of communities in the Mt. Adams region through the management of the Mt. Adams Community Forest and in partnership with various land management agencies and landowners, including Private landowners, Washington Dept. of Natural Resources, United States Forest Service, United State Fish and Wildlife Service, many Non-governmental organizations, and more.

Applicants interested in a position on the crew should feel called to a 3-season outdoor labor job and be motivated by opportunities to gain or hone skills in a variety of forestry related tasks while building connections to the Mt. Adams area. Scope of work changes from season to season but current projects heavily lean towards work with chainsaws for fuels reduction, prescribed burn prep, and restoration work.

Position Description and Responsibilities: Stewardship Crew Assistant Lead will report directly to the Stewardship Crew Project Lead and will supervise 3-6 crewmembers on a daily basis. The Stewardship Crew works with public land management agencies, nonprofits and private landowners on a wide variety of field-based projects including some or all of the following: fuels management, prescribed fire, basic forestry technical support, habitat restoration, and other field based labor activities (i.e. thinning, tree planting, fence building). Where applicable, program participants will engage in training that focuses on enhancing

technical project skills and field-based knowledge, during high fire danger the crew may have opportunities to "go-available" for fire assignment as ADs with our local USFS partner. The Assistant Crew Lead will act as a liaison to our federal partners when in the height of fire season to coordinate crew availability for fire assignments.

The Assistant Lead position will be responsible for day-to-day operations of a 3-6 person squad including, but not limited to, proper use of personal protective equipment (PPE), setting a high standard for safety, building a positive workplace culture, chainsaw & tool maintenance, vehicle maintenance, crew readiness, project compliance, feedback on prescription effectiveness, drafting prescriptions, input on burn plans and monitoring, and outreach.

Administrative duties include timeliness of receipt reporting, time-off requests, time reporting, and prompt correspondence with partners. As well as assist with consistent tracking of production, deliverables, and project achievements

The Assistant Lead will supervise a 3-6 person crew, and be supervised by the Stewardship Project Lead, who in turn reports to the Executive Director. All staff are responsible for the safe completion of assigned work projects in a timely and professional manner to predetermined specifications under the direction of the Project Leader.

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.

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.

* Position duties are subject to be altered based on changing program and project priorities. Positions are contingent on funding and satisfactory performance. The 2021 seasonal work schedule will most likely run from March 1 through November 15, with the possibility for extended season based on crewmember availability, weather, and projects. Assistant lead responsibilities will shift to training, planning, program building, and admin duties during the months the seasonal crewmembers are off.

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;
- 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 for crew projects
- Willingness to endure potentially strenuous work in the field under adverse weather conditions;
- Two or four year college degree in a relevant field such as natural resource management, forestry, etc.
- Participation in outdoor activities, work, lifestyle, and/or pursuits

Required Qualifications:

- Prior safe and effective chainsaw operation;
- Prior experience in environmental projects, outdoor recreation, resource management, and familiarity using hand tools and chainsaws
- Highly Organized
- General familiarity with Microsoft & Google Suites
- Must be at least 18 years of age
- Education- Minimum of a high school degree or GED
- Demonstrated experience with environmental work such as trail work, restoration work, wildfire suppression, etc.
- Physically fit and able to work long days in adverse conditions; ability to complete an arduous Work Capacity Test. The arduous level requires individuals to walk 3 miles in 45 minutes while carrying a 45-pound pack on level terrain.
- Competent at preparing self and crew for a full day of physical work in a remote location
- Ability to work as a team member
- Ability to build a safe and positive crew culture
- Ability to adapt and adjust to changing work conditions and/or priorities
- A Strong work ethic that reflects a passion for environmental stewardship and community engagement
- Valid driver's license and safe driving record

* Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

* Mt. Adams Resource Stewards provides equal employment opportunities to all people regardless of race, age, gender, disability, marital status, sexual orientation, ethnicity, religion, or any other basis protected by law.

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.

Questions/Comments? Please, contact: Lucas King, Stewardship Crew Project Lead, Mt. Adams Resource Stewards, Lucas@mtadamsstewards.org, (509) 637-3767

To Apply: Submit a cover letter, resume, and 3 references to Lucas King, Stewardship Crew Project Lead - Lucas@mtadamsstewards.org. Please indicate "Stewardship Crew" in the subject line. Additional information about MARS can be found at www.mtadamsstewards.org. ***Applications will be reviewed on a rolling basis until positions are filled.***