Job Announcement

POSITION TITLE: Conservation and Restoration Crew Leader
STATUS: Full Time, Non-Exempt
REPORTS TO: Conservation and Restoration Field Manager
POSITIONS REPORTING TO THIS POSITION: 5-6 AmeriCorps Members
LOCATION: Yerington, NV (exact reporting location TBD based on area of focus)

BACKGROUND: Established in 2014, the Walker Basin Conservancy (WBC) is leading the effort to restore and maintain Walker Lake while protecting agricultural, environmental and recreational interests in the Walker Basin (www.walkerbasin.org). The nascent and dynamic nature of the WBC and its diverse management obligations provide unique opportunities to develop operations from the ground level up, working closely with staff who are passionate about their mission.

The WBC currently manages thousands of acres of land and assets on multiple properties in the Walker Basin. Land planning activities are underway and focus on assessing public use opportunities, conservation values, long term land ownership and stewardship, active and passive revegetation and restoration activities.

JOB PURPOSE: The primary purpose of a Conservation and Restoration Crew Leader is to support field operations of the Walker Basin Conservancy's (WBC) to ensure the successful transition of retired farmlands to self-sustaining vegetation communities that are able to thrive in the absence of supplemental irrigation. The Crew Leader will work with the Field Manager, Land Manager and other staff to implement and monitor stewardship projects and is expected to spend a significant amount of time in the field. The Crew Leader will oversee the operation of five or more AmeriCorps members on their team, including being responsible for safety, project performance, and some weekly administration paperwork.

A knowledge of desert plant ecology and ecological restoration, nursery or horticultural practices, or agricultural systems, irrigation equipment, and large equipment operation is essential. The Conservation Crew Leader should also have a sincere interest in sharing their knowledge of Great Basin desert ecology, restoration practices, the flora and fauna of Nevada, and agricultural applications as they relate to conservation success. The Crew Leader position requires mentorship, patience, technical aptitude, focus on efficiency, and a high level of comfort in the outdoors. Crew Leaders are ultimately responsible for successes and short-comings of the crew.

Essential Functions

- In cooperation with the Field Manager and Land Manger, implement the day to day operations of conservation lands managed by WBC and track progress of assigned field projects.
- Assist with all aspects of successful stewardship implementation. Duties may include ground preparation, seeding, planting, irrigation, weed control, or other tasks as necessary.
- Manage, supervise, and lead the day-to-day details of project work with the assigned crew.
- Implement skills training on work-site and facilitate intentional discussions via informal lessons to contribute to the crew's personal growth and group dynamics.
- Install and manage drip, handline, trench, and wheel line irrigation systems.
- Oversee and manage AmeriCorps members who are planting shrubs, grasses and forbs from containerized stock and seed as part of the WBC's re-vegetation program on retired farmlands.
- Ability to identify the native and non-native flora of Nevada.
- Collect and compile field data with program data forms, GPS, cameras and other equipment. Ensure that accurate records of planting and seeding activity, herbicide applications, and irrigation activity are kept and delivered to the appropriate parties.
• Ensure that crew members complete administrative tasks such as timesheets efficiently and accurately.
• Develop a deep working knowledge of all equipment, irrigation infrastructure, project partners, and vegetation management techniques used by the Program.
• Responsible for crew operational safety, maintaining and transporting a variety of small to heavy equipment (hand tools, power tools, tractors, mowers, trimmers, chainsaws, backhoe, water truck, and road grader).
• Some administrative responsibilities including weekly reports, member timesheet submission, and AmeriCorps performance measure reporting.
• Other duties as assigned mutually agreeable between Walker Basin Conservancy and the employee.

Qualifications
• 3+ years of experience in a natural resources, agricultural, or landscaping setting with demonstrated leadership experience;
• General experience with and knowledge of irrigation equipment and operations;
• Ability to safely operate large machinery and vehicles including tractors, ATVs, trucks, and trailers;
• Ability to safely operate chainsaws, brush cutters, backpack sprayers, and other equipment;
• Ability to keep detailed records, communicate with other staff and supervisors, and to work unsupervised to accomplish program tasks;
• Clean driving record and a NV State driver's license, or ability to obtain within 1 month of hire;
• Ability to lift 50+ pounds and to work long hours in an outdoor setting;
• Strong oral and written communication, conflict resolution, and project management skills; and
• Ability to complete Leadership Training within 3 months of hire.

Physical and Mental Requirements
Strength, dexterity, coordination, and vision to use tools and equipment for prolonged periods. Strength and stamina to bend, stoop, sit, and stand for long periods of time. Strength and dexterity to operate small, medium, and heavy equipment. Strength and stamina to endure standing and working for long periods of time and in extreme weather conditions. Dexterity and vision to observe oncoming traffic hazards and react quickly to emergency situations. Some heavy lifting (over 75 pounds) is occasionally required.

In compliance with applicable disability laws, reasonable accommodations may be provided to qualified individuals with a disability who require and request such accommodations. Applicants and incumbents are encouraged to discuss potential accommodations with the employer.

Working Conditions
Technicians work in an outdoor setting with varying weather conditions, including, but not limited to: extreme heat, dry conditions, rain, snow or hail, and extreme cold. Work sites will generally be in areas with at least primitive road access for crew vehicles. Work sites will generally not have access to potable water, restroom facilities, or cellphone signals, and Technicians will be expected to follow Leave No Trace principals on work sites without facilities. Work will frequently require hiking over rough terrain while carrying tools and equipment.

Position may occasionally be required to operate heavy machinery in hazardous environments. Environment is generally dirty, with prolonged exposure to conditions such as dust, fumes, noise, or odors. Frequent interruptions to planned work activities occur.
Salary & Benefits:
Pay range of $16-$22 per hour depending on experience. Benefits include a paid health, dental and vision care plan and generous paid leave and retirement plans.

Excellent employee benefits package which includes:
- Employer paid health, dental, vision and life insurance plans for employee Retirement 403(b) plan includes a 6% automatic company contribution;
- 120 hours of annual paid vacation, increasing to 160 hours after first year of employment;
- 16 hours of annual personal leave;
- Company paid holiday week between Christmas and New Year's;
- 60 hours of annual sick leave;
- 11 paid holidays;
- Health and wellness subsidy; and
- Employer paid professional development.

Position will remain open until filled. Only top candidates will be contacted.

Please send cover letter and resume to:
Amy Gladding
amy.gladding@walkerbasin.org
Subject Line: Conservation Crew Leader

Please call (775) 463-9887 ext. 116 with questions.

Walker Basin Conservancy is an equal opportunity employer.

Equal Opportunity Statement – Walker Basin Conservancy is an equal opportunity employer. WBC does not discriminate against any employee, applicant, director, officer, contractor, or any other person with whom it deals because of race, creed, color, disability, age, sex, veteran status, religion or political affiliation. WBC complies with all federal and local statutes prohibiting discrimination in employment.

Reasonable accommodations may be provided for qualified individuals with a disability.

Disclaimer - The statements contained herein are intended to describe the general nature and level of work to be performed by the employees in these positions. The statements are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in each position. Other responsibilities, duties, and skills may be assigned and management retains the right to add or change the responsibilities, duties, and skills at any time.