Job Announcement

POSITION TITLE: Conservation Crew Leader
STATUS: Full Time, Non-Exempt
REPORTS TO: Field Operations Manager
POSITIONS REPORTING TO THIS POSITION: 4-8 AmeriCorps Members
LOCATION: Yerington, NV

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 Crew Leader is to support stewardship projects and field operations of the Walker Basin Conservancy (Conservancy) to ensure the successful restoration of retired farmlands to self-sustaining ecological communities. S/he will work with the Field Operations Manager, Stewardship 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 also work with the AmeriCorps Program Manager to supervise four or more AmeriCorps members on their team and is responsible for the safety, training, project performance, and weekly administrative paperwork of their team.

Knowledge of desert plant ecology and ecological restoration, nursery or horticultural practices, and agricultural systems, irrigation equipment, and hand and power tools is important. The Crew Leader should have a sincere interest in sharing their knowledge of Great Basin Desert ecology, restoration practices, flora and fauna of Nevada, and agricultural applications as they relate to conservation success. The position requires mentorship, patience, technical aptitude, focus on efficiency, and a high level of comfort in the outdoors. Crew Leaders are ultimately responsible for crew success.

Essential Functions

- In cooperation with the Field Operations Manager and Stewardship Manager, implement day to day operations of lands managed by WBC and track progress of assigned field projects.
- Responsible for team and project 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).
- Lead a team of 4-8 AmeriCorps members and manage the day-to-day details of project work for the team.
- Assist with all aspects of successful stewardship implementation, including:
  - Treat invasive weeds through a variety of hand, mechanical, and chemical treatments.
  - Install and manage drip, handline, trench, and wheel line irrigation systems.
  - Plant shrubs, grasses and forbs from containerized stock and seed.
  - Identify native and non-native flora of Nevada.
  - Clear and prepare fields for revegetation or irrigation projects.
  - Construct and maintain recreation trails, signs, and a variety of fences.
• Implement skills training on work-site and facilitate intentional discussions via informal lessons to contribute to team member personal growth and group dynamics.
• Collect, compile, and report field data using paper forms, electronic databases, GPS, cameras, and other equipment.
• Ensure that accurate records of all daily activities are kept and delivered to the appropriate parties. Submit field reports, timesheets, and AmeriCorps performance measure data on a weekly basis.
• Ensure that team 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.
• Other duties as assigned mutually agreeable between Walker Basin Conservancy and the employee.

Preferred Qualifications
• 1+ years of experience in a natural resources, agricultural, or landscaping setting with demonstrated leadership experience;
• Ability to safely operate ATVs, 4x4 trucks, and trailers;
• Ability to safely operate specialized tools such as chainsaws, gas powered pumps, and backpack sprayers;
• Ability to utilize GPS, Office software, and databases, keep detailed records, and 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; and
• Strong oral and written communication, conflict resolution, and project management skills.

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.
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

**All applicants must also submit an Employment Application Acknowledgement form that can be found on our website at:** [https://www.walkerbasin.org/join-our-team](https://www.walkerbasin.org/join-our-team)

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.*