Position Description

POSITION TITLE: Conservation Crew Leader  
STATUS: Full Time, Non-Exempt  
REPORTS TO: Field Operations Manager  
POSITIONS REPORTING TO THIS POSITION: 5-6  
AmeriCorps members  
LOCATION: Yerington, NV

We invite you to join us in our ambitious mission to restore Walker Lake. The Conservancy has an inclusive, positive culture that values work-life balance and growth opportunities. Our generous benefits package further separates us from other non-profits and local employers.

BACKGROUND: The Walker Basin Conservancy acquires water rights and ranches to increase freshwater flows to Walker Lake. We re-establish native plant communities on former agricultural fields, increase public access and recreation opportunities, and develop practical solutions to save Walker Lake and protect environmental interests throughout the Walker Basin.

From creating Nevada’s newest State Park (the Walker River State Recreation Area) to adding thousands of acres to Wildlife Management Areas, our work impacts thousands of community members, ranchers and recreationists every year. The Conservancy operates a nursery that produced more than 25,000 native plants in 2021 and produces native seed for conservation purposes on its properties. Our team comprises approximately 30 full-time employees and between 15 and 40 AmeriCorps Members given the season.

JOB PURPOSE: The primary purpose of a Conservation 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 Manger 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 and Stewardship Managers, 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.

Preferred 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. Strength and dexterity to operate small, medium and heavy equipment. Strength and stamina to endure standing and working for long periods 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
This position functions in both outdoor and indoor environments. Indoor work will occur in a clean environment, typically performed at a desk. Outdoor settings will be exposed to 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 vehicles. Work sites will generally not have access to potable water, restroom facilities or cellphone signals, and staff 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. The work environment is generally dirty, with prolonged exposure to conditions such as dust, fumes, noise and odors. Frequent interruptions to planned work activities occur.

COVID-19 Pandemic Response
The Conservancy is requiring all staff and members to be fully vaccinated by their position start date or have a documented medical or religious exemption.
The Conservancy continues to follow CDC and state/local guidelines and may reinstate previous COVID policies should the CDC or state/local guidelines become more stringent. The Conservancy will keep applicants updated should COVID policies change.

**Salary & Benefits**
Starting salary of $17.00/hour with opportunities for promotion within first 6 months to one year.

The Conservancy has a generous compensation package for this position commensurate with experience. Additionally, the Conservancy provides an excellent employee benefits package which includes:
- Employer paid health, dental and vision plans for employee (worth over $5,200 annually);
- Retirement 403(b) plan including a Conservancy contribution equal to 6% of your salary ($1,996 to $2,745 annually);
- Employer paid life insurance plan for employee (pays up to 1x employee’s yearly salary to beneficiary);
- 120 hours of annual paid vacation, increasing to 160 hours after first year, 16 hours of annual personal leave, and 60 hours of annual sick leave;
- Paid holiday week between Christmas and New Year’s in addition to 12 paid holidays during the year;
- Health and wellness subsidy of up to $300 annually;
- Access to outdoor industry pro-deals; and
- Monthly professional development opportunities plus additional employer paid opportunities available.

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

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

To Apply, please send cover letter, resume, and acknowledgement form 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. The Conservancy 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. The Conservancy 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.*