

**Palmetto Conservation Corps**  
**Palmetto Conservation Foundation**  
**AmeriCorps Crew Leader**  
**1700 hours (Full Time)**



**Program Overview:**

The Palmetto Conservation Corps is the first trail based conservation corps for young adults stationed out of South Carolina. The Palmetto Conservation Corps is dedicated to developing future conservation leaders through education and service. The Corps works to improve public lands and communities through conservation projects, community partnerships and outreach, service-learning, and environmental education. In this program, you will have the opportunity to complete hands on service in trail building, disaster relief, environmental education, invasive species mitigation, and service-learning while also developing your leadership skills. Housing is provided, as is transportation to and from service sites. Camping will be a requirement of the program during some projects, however, necessary camping gear will be provided.

**AmeriCorps Member Position Overview:**

Crew Leaders live and serve outdoors as part of a 10 person crew (8 crew members and 2 crew leaders), completing various conservation projects throughout South Carolina. Crews are trained to use a variety of hand tools to complete projects, which may include trail building, trail repair, invasive species removal, re-vegetation, riparian zone restoration, and more. Crew leaders will need to have had some exposure to similar conservation projects in the past. Crew Leaders must be willing to motivate and lead crew members, work hard, maintain positive attitudes with atypical service days, and work well as part of a team.

**Minimum Requirements:**

- Although open to all applicants, the ideal candidate will be between the ages of 18 and 25
- Have a high school diploma or its equivalent
- Be a citizen, national, or lawful permanent resident alien of the United States
- Satisfy the National Service Criminal History Check eligibility criteria pursuant to 45 CFR 2540.202.
- Must be able to complete required AmeriCorps service hours within term of service dates.
- Must provide a letter from a doctor giving medical clearance for the type of projects outlined in the Position Overview and Essential Functions. If an Applicant is unable to obtain a doctor's note for some reason, exceptions may be made on a case by case basis. (In some instances, the program may be able to provide reasonable accommodations to individuals with disabilities in order to allow them to perform essential functions.)
- Must have a valid driver's license
- Experience working in a conservation crew preferred

**Essential Functions:**

Members should be willing (and eager) to participate in the following activities with a positive attitude:

- Willingness to hike long distances.
- Willingness to camp for multiple days at a time, carrying all necessary supplies into a camp site by use of a backpack.
- Willingness to live in close quarters with 9 other people, using shared bathrooms and kitchen space.
- Willingness to clean hand tools according to tool care guidelines set forth by Palmetto Conservation Foundation.
- Willingness to perform chainsaw work.
- Willingness to use tools for trail construction.
- Willingness to complete planting projects for revegetation purposes, or to weed areas for invasive species as assigned by Palmetto Conservation Foundation.
- Willingness to complete time sheets, daily checklists, weekly reports, and monthly reports.

- Willingness to participate in National Days of Service, which may take place on weekends or holidays.
- Willingness to practice “No Trace Ethic” as trained by Palmetto Conservation Foundation.
- Willingness to participate in disaster recovery, which could be anything from mold remediation to housing rebuilds. All necessary health and safety equipment and training will be provided.
- Willingness to drive an SUV for multiple hours at a time to remote locations at full capacity.
- Willingness to maintain a positive attitude in irregular service conditions, in which members may be expected to work outside during hot, cold, or wet weather conditions.
- Willingness to participate in ongoing training modules throughout the year of service as set forth by Palmetto Conservation Foundation.
- Willingness to live and work as a part of a team.
- Willingness to represent Palmetto Conservation Foundation, AmeriCorps, the Palmetto Conservation Corps, the Corporation for National and Community Service, and the South Carolina Commission on Community Service well when interacting with community members, community partners, and community volunteers.
- Willingness to serve alongside a diverse group of people.
- Willingness to learn and grow as leaders and citizens.

### **Additional Responsibilities:**

Although not essential position functions, the AmeriCorps Crew Leader may also be responsible for the following as needed:

- Assist other departments in major projects as needed as it relates directly to the AmeriCorps program.
- Perform other duties as assigned as it relates directly to the AmeriCorps program.
- Participate in National Days of Service as it relates directly to the AmeriCorps program.

### **Physical, Emotional, and Intellectual Demands:**

To perform the services successfully, the AmeriCorps member should demonstrate the following competencies to perform the essential functions of this position:

- **Flexibility/Resilience** – The ability to adjust to and thrive in a complex and changing environment; handles setbacks and failures with professionalism and candor; effectively and appropriately responds in the face of adversity or conflict.
- **Ability to Work Independently** – The ability to be a self-starter and accomplish tasks independently and without constant direct supervision.
- **Ability to Multi-Task** – The ability to handle multiple tasks and assignments; prioritizes more important tasks while maintaining a good handle on others; reports in a timely manner any barriers to task completion and allows ample opportunities for supervisor to adjust deadlines
- **Results-Oriented Thinking and Behavior** – A genuine concern for effectiveness. Possesses the desire to get the service done with excellence; mentally, is focused on getting the best results for actions taken; does not settle for mediocrity.
- **Awareness and Sensitivity to the External Environment** – Situational awareness; is aware of the organizations that they represent, including UWASC, AmeriCorps SC, CNCS, and Palmetto Conservation Foundation’s position in the community and the effect of their words and actions on that position; demonstrates savvy in dealing with agencies, partners, volunteers, and donors; is promoting and affirming in conversations about and on behalf of those organizations.
- **Active Work:** Member will be on their feet during the majority of project work, using their hands to complete projects, lifting heavy materials with the help of their team, digging trail routes, and more. Members will be expected to remain hydrated as the work may take place in extreme heat and humid conditions. Members must take responsibility for their health and wellness.
- **Physical Activities:**

- Backpacking to work sites.
- Carrying heavy tools and/ or materials to a work site.
- Lifting heavy logs or debris from trail paths.
- Camping outdoors for up to 10 days at a time.
- Driving Corps vehicles to and from worksites (abiding by Corps rules and regulations regarding Corps vehicle use)
- Communicating: Expressing or exchanging ideas. Activities must convey detailed or important spoken instructions to others accurately, loudly or quickly.
- Listening: Ability to receive detailed information through appropriate communication.
- **Visual Acuity:** Member is required to have close visual acuity to perform an activity such as: using hand tools in the field; viewing a computer terminal; and/or expansive reading.
- **Service Conditions:** Member is subject to both inside and outside environmental conditions. However, during projects members will be outside for the majority of the time, with or without favorable weather conditions. Unless weather is dangerous, projects will continue on schedule through rain or shine, regardless of temperature.

### **Benefits:**

This position is eligible for a living allowance, education award, health benefits, and childcare assistance. The stipend for this position is \$569 distributed on a biweekly basis and may not exceed \$12,530 for the term of service. The education award for this position is \$5,775.

Please visit [http://www.americorps.gov/for\\_individuals/benefits/benefits\\_ed\\_award.asp](http://www.americorps.gov/for_individuals/benefits/benefits_ed_award.asp) for more information on the education award.

While serving, members will receive trainings in driver safety, leadership, tool safety, trail building, invasive species mitigation, types of disasters prone to SC and their historical impacts, volunteer management, collaboration, emergency assistance, and crisis management.

### **Reasonable Accommodations**

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