



## Conservation Assistant Crew Leader – Trails (AmeriCorps)

**Position Title:** Conservation Corps Assistant Crew Leader - Trails

**Location:** Office in Fort Collins, Colorado. Crews serve throughout greater Larimer County

**Stipend:** \$2,904/month (paid biweekly)

**Crews & Dates:** Positions available for ages 18-30, late May – November, see next page for details.

**AmeriCorps Education Award:** 300 Hour: \$1,459.26 | 450 Hour: \$1,824.07 | 675 Hour: \$2,626.27  
*Education Award upon successful completion. Position may also qualify for academic credit or internship.*

**Benefits:** Eligible to participate in the AmeriCorps Student Loan Forbearance Program  
Food and camping gear (crews required to camp)  
Uniform shirts, equipment, transportation from office, and Larimer County's Employee Assistance Program

**Trainings:** Wilderness First Aid: Late May  
CPR Certification: Early June  
Mental Health Training and QPR Certification: July

**Application:** [larimer.gov/lccc/joinus](https://larimer.gov/lccc/joinus)  
*Due to the short duration of the program, applications will only be reviewed for those that plan to participate for the entire program. Those planning to miss more than three days need not apply.*

Contribute to local climate action goals in the great outdoors! The Larimer County Conservation Corps (LCCC) offers positions to young adults to spend a season serving on meaningful conservation projects throughout the Front Range of Colorado. The LCCC is based in Fort Collins, Colorado and is an accredited corps through the Colorado Youth Corps Association and The Corps Network. Learn more about LCCC at [larimer.org/lccc](https://larimer.org/lccc).

Assistant crew leaders serve side-by-side with crew leaders and members to complete projects in a variety of weather conditions and terrain, including high altitudes. Assistant crew leaders are given the opportunity to develop leadership skills while engaging in a combination of hands-on projects and service-learning activities focused on environmental awareness, community engagement and personal and professional skill development. Projects may include a variety of trail construction or maintenance, invasive species management, and habitat restoration.

We value the journey and recognize skills can be demonstrated through a variety of professional and personal experiences. We value all types of diversity including race, family status, educational background, ability, sexual orientation, ethnicity, gender expression, and age.

A separate application is required for forestry positions.

**Trail Crew Assistant Leader (Non Camping)** is a temporary position from late May - late July (tentative). Crew will perform various trail maintenance and rock work in Lory State Park and Horsetooth Mountain Open Space, serving alongside park staff. Crew will also complete one week of maintenance at Bellvue Watson Fish Hatchery. Position eligible for a 300 hour AmeriCorps Education Award. \*Crew limited to ages 18-25 due to grant.

**Trail Crew Assistant Leader (Camping)** is a temporary position from late May – early October (tentative). Crew will perform various trail maintenance and rock work in Arapaho Roosevelt National Forest, serving alongside US Forest Service Staff. Crew will camp at various designated and dispersed campgrounds near the work site. Position eligible for a 675 hour AmeriCorps Education Award.

**Trail Crew Assistant Leader (Camping)** is a temporary position from early August - mid October (tentative). Crew will perform various trail maintenance and rock work in Arapaho Roosevelt National Forest and Rocky Mountain National Park, serving alongside Federal Staff. Crew will camp at various designated and dispersed campgrounds throughout the National Forest and National Park. Position eligible for a 450 hour AmeriCorps Education Award.

**Schedule:**

- Assistant crew leaders are expected to serve 7:00 a.m. - 5:30 p.m. Monday - Thursday and attend a staff meeting on Fridays from 8:00 a.m. to noon. If on a camping crew, assistant crew leaders must camp Monday - Wednesday, returning to Fort Collins after serving on Thursday. Meals will be provided while camping.

*This schedule may be modified due to holidays, training, weather, logistics, or other unforeseen circumstances. Training dates will be coordinated and communicated prior to employment.*

**Project Implementation:**

- Complete trail maintenance and rock work (other projects may include habitat restoration and fence construction)
- Perform duties expected of any crew member including conservation work, meal preparation, camp clean up, and other day-to-day duties
- Demonstrate the safe operation and maintenance of tools and equipment
- Safely drive a twelve-passenger van and trailer
- Implement Larimer County Conservation Corps policies and procedures
- Report directly to the crew leader, until hired direct questions to [lccc@larimer.org](mailto:lccc@larimer.org).

**Tasks or duties that are specific to this role:**

- Mentor a crew of six to eight AmeriCorps crew members, ages 18 to 30, daily
- Motivate and encourage others to work and persevere in difficult and physically challenging settings
- Promote leadership while encouraging the development of teamwork, self worth, conflict resolution, effective communication, goal setting, decision making, and the building of community
- Monitor the physical and emotional safety of the crew
- Assist in training, in areas including, but not limited to, proper tool use, Leave No Trace principles
- Maintain a safe working environment and enforce the use of appropriate personal protective equipment
- Assist in the facilitation of team building activities, environmental education, and job/life skills curriculum on a regular basis, or as projects determine appropriate

**Knowledge, skills and abilities the ideal candidate would have:**

- Excellent leadership, organizational, and problem-solving skills
- Clear and effective communication skills, both verbal and written
- Background working in a team environment
- Proficient troubleshooting and conflict management skills
- Previous conservation experience
- Higher education in natural resources, Forestry, or an education-related field; or equivalent experience

**Required Qualifications**

- Possession of a High School Diploma or GED
- US Citizen, National, or Lawful Permanent Resident
- Possession of, or ability to obtain, a valid driver's license prior to employment
- Completion of Wilderness First Aid (WFA) certification
  - LCCC will provide a Wilderness First Aid course for leaders
- Experience with conservation techniques, construction, landscaping, and tool maintenance
- Experience working on a crew or with youth in the outdoor education field

**Offer is Contingent upon the Following Stipulations:**

- Must pass a pre-employment drug screening, dynamic lifting assessment, and state and national criminal history check.
- Must provide a current DMV report to be reviewed and deemed acceptable.

**Physical Requirements:**Must have:

- Acceptable eyesight, including clear near and far vision, good depth perception
- Adequate hearing to perform job function
- Appropriate voice skills to be clearly understood on the telephone and in public contacts
- Fine and gross motor skills and use of arms, hands, and fingers to perform computer duties and operate equipment

Must be able to:

- Hike up to eight miles carrying 50 lbs. in a 10-hour day
- Exert up to 50 lbs. of force occasionally, and/or up to 20 lbs. of force frequently, and/or up to 10 lbs. of force constantly to move objects
- Climb, balance, stoop, kneel, crouch, crawl, and reach frequently or constantly

Environmental Conditions and Physical Surroundings:

Exposure to variable weather conditions, noise, dust, airborne particles, and vibration

*The Larimer County Conservation Corps (LCCC) carefully recruits staff to build on our existing culture of collaboration, respect, inclusiveness, and innovation. We are an organization passionate about serving people, businesses, and our community. We believe in having purpose and balance in life and support employee flexibility. We value the journey and recognize skills can be demonstrated through a variety of professional and personal experiences.*

*The Larimer County Conservation Corps (LCCC) is an Equal Opportunity Employer. This position is available to all without regard to race, color, sex, national origin, mental or physical disability, sexual orientation, political affiliation, religion, or other improper criterion. Qualified individuals with disabilities who need accommodations during the application, interview, hiring process or for service may make arrangements by contacting LCCC at (970) 498-6660 or [lccc@larimer.org](mailto:lccc@larimer.org).*