



Mt. Adams Resource Stewards

Position Announcement: Stewardship Crew/Project Lead

Duration: 6 months with permanent full time employment possible depending on satisfactory reviews and funding availability

Duty location: Glenwood, WA

Salary and benefits: \$20/hour, exempt (based off a 40 hour/week salaried position) with retirement plan available at 6 months if position is made permanent

Closing date: OPEN UNTIL FILLED

Mt. Adams Resource Stewards (MARS), a 501(c)(3) non-profit organization founded in 2004, is seeking an exceptionally motivated, creative and team-oriented individual to advance efforts to develop a high capacity natural resource/forestry stewardship crew. The successful candidate will work with MARS staff to further develop the stewardship crew concept, *drafted below*, with the goal of launching a crew in 2018 whose functions are integrated with a growing number of field projects for which MARS is responsible. Initially, the successful candidate will work with current MARS staff to complete time sensitive field tasks while gaining important exposure to typical project requests, activities and work conditions expected for a future crew. As knowledge and familiarity with MARS' program of work is gained, the Crew/Project Lead will work with MARS staff to develop a strategy for project permanence and expansion, including timetables and financial plans for crew buildout. The Crew/Project Lead's responsibilities are diverse and will range, for example, from operating a chainsaw or heavy equipment to representing MARS at meetings with project partners and assisting with grant proposal development.

Desired Qualifications

- Practical and successful experience with natural resource crews, such as wildfire suppression, trail, survey or other crews;
- Skill in conducting research, interviews and other information gathering to develop a thorough understanding of issues, requirements, standards and practices relevant to development of the stewardship crew;
- Exceptional ability to get along with others in a close knit and demanding work environment while successfully navigating realities and demands of a crew leadership position;
- Strong communication skills, including writing abilities that can support collaborations with other staff to develop bids and grant proposals for crew projects;
- Willingness to endure potentially strenuous work in the field under adverse weather conditions;
- Two or four year college degree in relevant field such as natural resource management, forestry, etc.

Interested applicants should submit a cover letter, resume and three references to:

Jay McLaughlin
Executive Director/Mt. Adams Resource Stewards
PO Box 152
Glenwood, WA 98619 jay-mars@gorge.net (509)364-4110

Growing Local Stewardship and Wildfire Management Capacity: Vision and Planning for a Mt. Adams Cross-Trained Crew

Background

In over ten years of developing and implementing projects designed to restore, enhance and steward the forested environment of the Mt. Adams region, Mt. Adams Resource Stewards (MARS) has been challenged by the lack of locally-based, skilled contractors able to address various project needs. These needs have included activities such as preparation for and implementation of prescribed burns, pre-commercial thinning, fuels reduction work and tree planting. While the region has strong representation from businesses that work in areas that have traditionally provided substantial contracting opportunities (i.e. timber harvest), as well as fewer small specialized businesses, such as tree care/chipping businesses, medium sized projects that require a combination of hand labor and/or specialized skills/qualifications have difficulties attracting bidders. MARS has conducted trainings and developed informal and web-based networks in an effort to encourage and support local business growth in this area with very limited response and success.

In order to meet project needs and pursue organizational interests in connecting forest stewardship with community and economic development opportunities, MARS has been assessing development of an internal, “cross-trained” stewardship and wildfire management crew. Assessment has included surveying for specific capacity needs, potential and “shovel ready” projects, and budgets and timelines associated with project implementation. It has also included an exploration of costs associated with developing and deploying an initial three-person crew as staff of Mt. Adams Resource Stewards. Lastly, this document was developed to capture much of this information, as well as the context and vision for a cross-trained stewardship crew that can be shared with board members, land managers, community members and prospective project staff.

The concept of a cross-trained stewardship crew based in the Mt. Adams region is a reflection of both a niche that MARS perceives to currently be devoid of sufficient contractors, as well as a fundamental belief that both our communities and the natural environment are safer, better managed, and more productive and prosperous when we realize opportunities for local people to connect with and benefit from exemplary management of natural resources. The predominant experience as far as forests in the region since the early 1900’s has been more focused on harvest and commercialization of trees that were naturally established in many cases long before today’s inhabitants arrived in the area, as well as suppressing historic forces, such as fire, that shaped these forests. Our belief is that this history and the ensuing impacts to forested landscapes require a period where local literacy and leadership around other aspects of a forest ecosystem’s recovery, growth and maintenance receive a greater focus. The cross-trained stewardship crew is our initial effort at providing a local vehicle for training and activating a local, stewardship workforce.

Vision

The initiative is guided by the following vision:

The Mt. Adams Cross-Trained Stewardship Crew will bring a highly trained, skilled and productive team of forestry technicians with advanced knowledge of local issues and considerations to provide land managers with stewardship solutions not previously available in

the region. Possible activities for the crew that have been identified by MARS and partners include:

- forest stand improvement/stewardship work using hand and power tools (i.e. chainsaws) to address non-commercial components of commercial thinning projects to meet stewardship objectives;
- preparation for and implementation of prescribed burning through fireline preparation, pruning and thinning of sub-merchantable trees, burn plan development and approved use of fire;
- timber stand improvement and stewardship project tree marking and unit layout;
- upland and riparian tree and shrub planting;
- Firewise activities and shaded fuel break development in the wildland-urban interface;
- habitat enhancement projects, such as snag creation (topping, girdling), coarse woody debris placement, beaver dam analogue construction, etc.,
- noxious weed removal;
- Wildfire suppression support if/when necessary.

Guiding Principles and Interests

The crew is built around the following principles and interests:

- Local knowledge matters, as does a connection, sense of ownership, and pride in a place and the resources we steward;
- A strong work ethic is essential, as is the need to work intelligently without ever compromising safety;
- Resource stewardship isn't just a job, but a vocation to which we are dedicated;
- Enjoyment of our work is also important and built upon camaraderie with fellow crew members and MARS staff, respect for individual differences and strong communication habits;
- As service providers our clients include not just land owners and managers, but the land itself that we steward – treat them all well!
- Frequent training and capacity building opportunities contribute to professionalism and advancement of crew members' career goals – work with crew lead and MARS staff to identify interests and opportunities to pursue them;
- Help MARS advance our interest in demonstrating exemplary land management and what it can mean for our local communities.