

JOB DESCRIPTION



JOB TITLE Burn Crew Member/Women in Fire Fellowship
JOB FAMILY Conservation
JOB NUMBER 52091
SALARY GRADE 2
STATUS Hourly
DATE September 2nd, 2022

SUMMARY

The purpose of the Women In Fire Fellowship is to prepare the candidate for entry or mid-level Fire and Aviation Management (FAM) positions with the US Forest Service or other partner agencies. Our target audience is women, trans and non-binary individuals. The Women in Fire Fellowship trainee participates in wildland fire operations to include prescribed fire and wildfire suppression. When conditions are not conducive for fire-related work, the trainee will participate in stewardship activities such as invasive species removal, timber stand improvement, monitoring, and other projects. This is a grant funded, US Forest Service interagency partnership project, funded for up to one year. This crew member position is full time, year around for the period of the grant.

ESSENTIAL FUNCTIONS

The Women in Fire Fellowship trainee will gain hands-on experience in the preparation and implementation of prescribed fire, wildfire suppression tactics and techniques, safely operating and maintaining equipment, invasive plant management, timber management, and monitoring/inventory activities. This rich and diverse field experience will be supplemented by an accelerated training program consisting of formal and informal training related to FAM and best management practices used in the central hardwoods for the restoration and maintenance of oak/hickory forests and woodlands, glades, barrens, hill prairies and other native ecosystems. The trainee will work alongside a cadre of mentors from TNC and the US Forest Service. In addition, they shall work to build and maintain relationships within our organization and partnership with the US Forest Service, Illinois Department of Natural Resources, Southern Illinois Prescribed Burn Association, and others. This may include participation in wildland fire suppression activities in partnership with other non-profits, local fire departments, and local, state and federal agencies, either as a TNC employee or short-term employee of the partner entity (such as an administratively determined, short-term federal employee).

RESPONSIBILITIES & SCOPE

- Performing difficult work in extreme weather conditions, remote locations, and hazardous environments and terrain.
- Working long days (10-16 hours) under physically and mentally demanding circumstances while assisting with prescribed fire and wildfire suppression. Some fire assignments require out-of-state travel for up to 2.5 weeks (optional).
- Maintaining a high level of situational awareness and safety-first mindset to identify and mitigate potential hazards to ensure firefighter and public safety.
- Working as a team with crewmates, partners, and collaborators in a dynamic and high stress environment.
- Maintaining flexibility to ensure preparedness for time sensitive work, frequent changes in tasks and/or roles, scheduling field work around unfavorable weather or field conditions, and working within varying frameworks of supervision and command structure.
- Completing a final project that addresses a problem or knowledge gap within FAM.
- Supporting prescribed burning operations by assisting in the preparation of burn units and implementation of fire. Preparation involves creating and maintaining fuel breaks with chainsaws, leaf blowers, brush cutters/string trimmers, and hand tools, in addition to mitigating snags (dead trees) on the perimeter of the unit. Implementation involves ignitions, holding, suppression, cold trailing, mop-up, and monitoring.
- Supporting wildfire suppression within the incident command structure to facilitate direct and indirect attack, structure prep/defense, holding, cold-trailing, mop-up, and monitoring.
- Treating non-native invasive species (NNIS) of plants using chemical and mechanical methods that involve the use of backpack sprayers, UTV mounted pump sprayers, hand pulling, chainsaws, and brush cutters.
- Conducting timber stand improvement projects by felling understory and mid-story trees with a chainsaw to meet silvicultural and ecological objectives.
- Conducting fire-effects and NNIS monitoring/inventory to determine the effectiveness of treatments, ecological responses, and location/extent of infestations.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.

MINIMUM QUALIFICATIONS

- High school diploma and 6 months of related experience.
- Ability to pass the Work Capacity Test (pack test) at the Arduous Level by completing a 3-mile walk with a 45-pound weight vest in 45 minutes or less.
- Must be able to obtain and maintain related licenses or certifications as required. (e.g. Driver's license, herbicide applicator, first aid/CPR/AED).

PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE

- 6 months -1 year of related experience or degree in forestry, natural resources, ecology, or related field.
- Qualified as a Fire Fighter Type 2 (FFT2), having completed I-100 Introduction to ICS (FEMA), L-180 Human Factors on the Fire line (NWCG), , S-130 Firefighting Training (NWCG), S-190 Introduction to Wild land Fire Behavior (NWCG), and one training burn serving under the supervision of a qualified FFT2. See <http://www.tncfiremanual.org/firefighter.htm>
- Experience operating/maintaining 4x4 trucks, trailers, UTVs, chainsaws, leaf blowers, brush cutters, pumps, and hand tools.

ORGANIZATIONAL COMPETENCIES

Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
Interpersonal Savvy	Maintains positive working relationships. Contributes to productive partnerships inside and outside the organization. Understands team member roles and values the contributions of others. Effectively deals with conflict.
Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.
Produces Results	Takes Initiative. Focuses on priorities. Strives for excellence. Is dependable and accountable for results. Persistent in the face of obstacles and meets deadlines.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

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