



AmeriCorps

Position Title: AmeriCorps Developing Crew Leader

Position Service Site: WisCorps based in La Crosse, Wisconsin; project sites throughout Wisconsin and the Upper Midwest, with a focus on National Park Service managed areas during the Summer Session

Service Dates: The Developing Crew Leader commitment will feature two AmeriCorps service terms in 2026:

Summer Session: April 21st - August 19th, 2026 (18 weeks) - 1200-Hour Service Term

Mid-Season Break: August 20th – September 7th (2 weeks - unpaid)

Fall Session: September 8th - November 14th, 2026 (10 weeks) - 900-Hour Service Term

Benefits:

- Biweekly living stipend paid throughout the season - \$425 per week for 18 weeks (summer session) and \$550 per week for 10 weeks (fall session), \$13,150 total
- Education Award earned upon successful completion of service - Approximately \$8,800

Housing: Provided in the form of single-occupancy tents at campsites or dormitory-style indoor accommodations (depending on project and time of year).

Requirements: Valid driver's license, ability to pass a background check, and full availability throughout the season.

Position Overview:

WisCorps' AmeriCorps Crew Leader Development Program (CLDP) offers an opportunity to make a positive impact through hands-on conservation projects while developing the skills needed to lead a conservation corps crew. Participants in this program serve as mentors, educators, and facilitators for young adults while gaining the knowledge, skills, and confidence required to assume full Crew Leader responsibilities.

The Developing Crew Leader position consists of two phases: a summer leadership development phase and a fall Crew Leader phase.

Summer Session – Leadership Development Phase

During the 18-week summer session, Developing Crew Leaders participate in orientation, training, and personal development alongside other Developing Leaders and a Senior Crew Leader. Developing Leaders complete a month-long onboarding and training process and receive the same technical and safety training as WisCorps Crew Leaders, including tool certifications and leadership instruction.

Following training, Developing Leaders serve on a roving crew composed of four Developing Leaders and one Senior Leader. This crew spends approximately 12 weeks working on restoration projects for the National Park Service across the Upper Midwest, under the direction of the NPS Great Lakes Invasive Plant Management Team (Regional NPS Unit). Projects typically follow a hitch-style schedule, with non-project days spent together as a crew at pre-selected

housing accommodations. Throughout this phase, Developing Leaders build field skills, leadership capacity, and confidence while working under close mentorship and support.

Fall Session – Crew Leader Phase

After a two-and-a-half-week summer break, successful Developing Crew Leaders will transition into full Crew Leader roles during the fall session, assuming full leadership responsibility for a traditional WisCorps roving crew consisting of two leaders and 3/4 members. In this phase, participants complete high-priority trails and restoration projects across Wisconsin and the Upper Midwest, working with a diverse range of partners. Crews will live cooperatively, forming a close-knit community focused on service and teamwork, with potential weekly relocations to campsites or dormitory-style housing.

Crew Leaders ensure safety, foster team dynamics, and support Crew Members' growth. They co-lead project work, train Crew Members in conservation techniques, and model effective communication and problem-solving. They also engage with WisCorps staff, operate vehicles, and oversee logistics. When not on projects, Crew Leaders will lead community engagement and environmental education efforts. This position offers valuable leadership and conservation experience while making a lasting impact on public lands through AmeriCorps service.

Service Description: WisCorps crews serve together to complete projects that make positive and lasting change in natural areas around the Upper Midwest. Conservation projects that WisCorps crews complete may include:

- **Habitat restoration** through the treatment and removal of invasive species
- **Trail building** and design in state parks, national parks, conserved land, and other publicly accessible natural areas
- **Boardwalk construction** and installation along National Scenic Trails and in publicly accessible natural areas

Crews spend the full duration of their season living, serving, and traveling together. Off times during the season are an opportunity to explore nearby towns and natural areas, take care of chores like laundry and grocery shopping, and relax at camp or in provided housing. WisCorps does not allow the use of alcohol, recreational drugs, or tobacco throughout the entire crew season, during the service day or during non-project time. WisCorps crews live sustainably and follow Leave No Trace principles. Participants are responsible for developing a menu, grocery shopping, and cooking together, while taking into account all possible dietary restrictions.

Leader Training: Developing Crew Leaders receive the same technical and safety training as WisCorps Crew Leaders in a month-long training program provided by WisCorps at the beginning of the season. This includes all certifications listed below, with additional mentorship and leadership development support during the first phase of the summer.

- NOLS Wilderness First Aid
- Chainsaw Use and Maintenance Certification
- Brush Saw Use and Maintenance Training
- Certified Pesticide Applicator Certification in Wisconsin
- Leave No Trace (LNT) Training
- Trail Building Training
- AmeriCorps Orientation
- AmeriCorps Conflict Resolution Training
- Fleet Vehicle Use and Driving Training

- Trailer Towing Training and Practice
- Tent and Campsite Set Up Training
- Budgeting, Food Shopping, Cooking, and Hygiene Overview

Summer Session Responsibilities (Developing Phase):

- Serve on a roving NPS-assigned crew made up of 1 Senior Leader and 4 Developing Leaders
- Participate in progressive leadership development under Senior Leader mentorship
- Support project implementation, safety, logistics, and camp life
- Assist with documentation, communication, and crew operations
- Learn day-to-day crew management tasks (budgeting, scheduling, cooking, logistics)

Fall Session Responsibilities (Crew Leader Phase):

- Serve as a full Crew Leader on a roving crew made up of 2 Crew Leaders and 3 or 4 Crew Members
- Promote the safety and well-being of the crew during the service day - Provide technical, logistical, and leadership support
- Promote safety and well-being during non-project time – in all aspects of camp life, including Leave No Trace principles, group kitchen setup and use, hygiene practices, and waste management
- Document and promote the WisCorps Crew Program by photographing crews in the field and sharing images and updates with WisCorps staff
- Communicate regularly with project partners to confirm project goals, expectations, and successful completion of deliverables
- Foster clear, respectful, and consistent communication with Crew Members, WisCorps staff, project partners, and the public
- Operate fleet vehicle and trailer as assigned
- Oversee day-to-day crew tasks, including cooking, camp cleanliness, crew schedule and time management, errands, chores, and vehicle and trailer cleanliness

General Crew Program Responsibilities:

- Complete service projects and camp in a variety of weather conditions and temperatures
- Hike extended distances on various terrain with a 25+ pound backpack
- Support a functional and positive crew community
- Practice Leave No Trace principles and sustainable living techniques
- Serve up to 15 hours per day on the project for 4 to 10 consecutive days in outdoor locations. A total of 40 hours per week of direct project field service time is expected, along with another 40 hours of indirect non-project service time.
- Operate and maintain chainsaws, brush saws, carpentry and power tools, herbicide applicators, backpack sprayers, mowers, and hand tools to accomplish conservation projects as assigned
- Abide by all WisCorps & AmeriCorps policies and procedures
- Alcohol, recreational drug, and tobacco use is strictly prohibited throughout the season, during project work, evenings, and off times

Qualifications:

- A citizen of the United States, a United States national, or a legal permanent resident of the United States
- Possess a valid driver's license and be at least 21 years old, or have a minimum of three years of driving experience and an insurable driving record.
- Able to perform field duties while exposed to adverse conditions such as inclement weather and biting insects
- Willingness and ability to use herbicide, chainsaws, and any other tools required to complete assigned tasks
- Participants must provide personal items such as all-leather boots, sleeping bags, backpacks, water containers and rain gear; WisCorps has a small library of outdoor gear that may be borrowed for a season (supplies are limited and are not guaranteed to be available upon arrival)
- Upon hire, all WisCorps Crew Leaders must consent to a Criminal History Check; service with WisCorps will be considered probationary until all results are returned and have been reviewed

Preferred Qualifications:

- Desire to lead and mentor a diverse group of young adults (ages 18-30) while building cohesiveness in a team setting
- A background in or a strong willingness to learn about different conservation practices and land management techniques
- Experience as a conservation corps crew member, summer camp counselor, trip leader, mentor, resident assistant, or other relevant roles.
- Able to commit to the full 28-week field season – Developing Phase & Crew Leader Phase

*WisCorps provides equal employment opportunities without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran per applicable federal, state, and local laws. We are committed to assuring equal employment opportunity and equal access to services, programs, and activities for persons with disabilities. If you have a disability, and need to access information in an alternative format, or need it translated into another language, please contact us at **608-782-2494**, by email at staff@wiscorps.org or **Wisconsin Relay 711**.*