



AmeriCorps

**Position Title:** AmeriCorps Senior Crew Leader

**Position Service Site:** WisCorps is 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 Senior Crew Leader position will feature two AmeriCorps service terms in 2026:

**Summer Session:** April 7th - August 19th, 2026 (20 weeks) - 1200-Hour Service Term

**Mid-Season Break:** August 20<sup>th</sup> – September 7<sup>th</sup> (2 weeks - unpaid)

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

**Benefits:**

- Biweekly living stipend paid throughout the season - \$675 per week for 30 weeks, \$20,250 total
- Education Award earned upon successful completion of service - Approximately \$8,800

**Housing:** Accommodations are provided in single-occupancy tents at campsites, dormitory-style indoor settings, and through periodic summer camps or rental houses.

**Requirements:** Must have a valid driver's license, pass a background check, and be fully available throughout the season. Requires two years of experience with a conservation corps, including at least one season as a crew leader. See below for more information.

**To Apply:** Email cover letter & resume to Eric Robertson at [Eric.Robertson@WisCorps.org](mailto:Eric.Robertson@WisCorps.org). Applications will be reviewed on a rolling basis.

**Position Overview:**

Our AmeriCorps Senior Crew Leader will serve as a mentor, educator, and technical resource within WisCorps' Crew Program and the AmeriCorps Crew Leader Development Program (CLDP). This position is designed for experienced conservation corps leaders who are prepared to assume greater responsibility, mentor emerging leaders, and support high-priority conservation partnerships. The Senior Crew Leader will play a critical role in building leadership capacity within WisCorps while making a positive impact through hands-on conservation projects across the Upper Midwest.

The Senior Crew Leader position consists of two phases: a summer NPS Crew Leader Phase and a fall Roving Support Leader phase.

**Summer Session – NPS Crew Leader Phase**

During the 20-week summer session commitment, the Senior Crew Leader will engage in orientation, training, and personal development alongside other leaders. They will also receive project-specific overviews, training, and may participate in pre-project visits. The onboarding and training process for the Senior Leader is expected to take 1.5 months. During this phase, the Senior Crew Leader will report directly to WisCorps's Operations and Training Manager.

Following the pre-summer session training, the Senior Crew Leader will work with four Developing Leaders while traveling as a crew. The crew will spend approximately 12 weeks

serving 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. During this phase, the four Developing Leaders enhance their field skills, increase their leadership capacity, and build confidence while receiving mentorship, guidance, and support from the Senior Leader and WisCorps staff.

#### **Fall Session – Roving Support Leader Phase**

After a two-and-a-half-week summer break, the Senior Crew Leader will transition into a floating-style Crew Leader during the fall session. During this phase, the Senior Crew Leader will check in on successful Developing Leaders who have transitioned to Crew Leaders and may also support crews that would benefit from additional technical skills. The Senior Crew Leader will complete high-priority trails and restoration projects across Wisconsin and the Upper Midwest, working with a diverse range of partners. This phase will involve independent travel, usually occurring during crew transitions. It will include a personally assigned WisCorps budget and vehicle.

The Senior Crew Leader will ensure safety, foster team dynamics, and support the growth of Crew Members and Leaders. They also engage with WisCorps staff, operate vehicles, and oversee logistics. This position offers valuable leadership and conservation experience and enables 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 entire season (summer and fall) living, serving, and traveling together. Non-project times during the season are an opportunity to explore nearby towns and natural areas, handle chores such as 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 accounting for all dietary restrictions.

**Senior Crew Leader Training:** The Senior Crew Leader will receive technical and safety training during a 1.5-month-long training program provided by WisCorps at the beginning of the season. This includes the certifications listed below, with additional mentorship and leadership development support during the first phase of the summer. Depending on the Senior Crew Leader's current skill sets and certification expiration dates, WisCorps will tailor the training accordingly.

- NPS Chainsaw Safety Program for Non-Wildland Fire Operators (NCSP)
- Certified Pesticide Applicator Certification in Wisconsin (*with possibility for reciprocal certification, depending on project locations*)

- Fleet Vehicle and Trailer Use and Driving Training
- *Both re-certifying a current NOLS Wilderness First Aid (WFA) and or Wilderness First Responder (WFR) certifications are possible.*

**Summer Session Responsibilities (NPS Crew Leader Phase):**

- Complete a 1.5-month training and onboarding period while ensuring all necessary certifications are obtained
- Serve as a solo crew leader on a roving NPS-assigned crew made up of 1 Senior Leader and 4 Developing Leaders
- Be a primary point of contact with NPS project partners and oversee project implementation and documentation, crew safety and logistics, and camp life
- Guide the leadership development of four Developing Leaders and teach day-to-day crew management tasks (budgeting, scheduling, cooking, logistics)

**Fall Session Responsibilities (Roving Support Leader Phase):**

- Serve as a roving-style Leader while supporting various WisCorps crews
- Travel independently between WisCorps crews while arranging personal housing accommodations
- Act as a co-Leader during times when a WisCorps crew may be understaffed
- Conduct regular crew check-ins and debriefs, and assist with behavior management, stepping in to address more severe concerns
- Assist in the repair or replacement of damaged tools, PPE, and camp supplies
- Communicate with WisCorps staff to confirm crew scheduling and project goals

**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.

- A minimum of two years of experience with a conservation corps, including at least one season as a crew leader.
- Able to perform field duties while exposed to adverse conditions such as inclement weather and biting insects
- Willingness and ability to use herbicides, chainsaws, and any other tools required to complete assigned tasks
- Ability to adjust leadership style according to the needs of different crews and partners
- 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:**

- A current Wilderness First Aid or Wilderness First Responder medical certification with CPR/AED, or be willing to recertify
- A current formal chainsaw certification covering safety, maintenance, and skills
- Experience with herbicide and or current herbicide applicator certification
- A background in or a strong willingness to learn about different conservation practices and land management techniques
- Able to commit to the full 30-week field season

*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](mailto:staff@wiscorps.org) or Wisconsin Relay 711.*