**Cultural Fire Management Council**

**POSITION DESCRIPTION:**

**Land Stewards Fire Crew Member**

**Title:** Land Stewards Fire Crew Member

**Reports to:** Land Stewards Fire Crew Lead

**Compensation: $20.76 – $25.13/hr., plus $4.98/hr. Health and Wellness Benefits**

**Employee Classification:** Full Time Regular 10 months/year

**General Description:**

Non-Supervisory Position

As a Land Stewards Fire Crew Member, you will work as part of a team that is highly motivated to restore fire processes across Yurok ancestral lands and beyond. Crew members participate in the implementation of cultural burning aimed at achieving culturally appropriate land management objectives such as habitat restoration, enhancing biodiversity, reducing wildfire risk, restoring and maintaining ecological conditions and processes, and removing invasive and unwanted species. As a Land Stewards Fire Crew Member, you will work with CFMC partners and landowners to restore fire to the landscape. Crew members will participate in professional development courses and workshops, with occasional assignments outside the area to support growth as a student of fire.

**Job Duties:**

* Operate power equipment and hand tools to prepare burn units to receive fire. This includes but is not limited to understory thinning, reduction of ladder and heavy concentrations of fuels, protection of legacy trees, as well as fire line construction and preparation work.
* Participate in burning operations while adhering to directives given under the incident chain of command, including igniting fires, deployment of hose lays, securing the fire edge, extinguishing spot fires, patrol, and other burn operations as assigned.
* Full maintenance of power equipment and hand tools, including chainsaws, weed eaters, pole saws, portable pumps, leaf blowers and drip torches, to ensure they are functioning properly during burning operations and project work.
* Assist driver in maintaining a fully functional, clean and safe vehicle to operate, including daily or weekly vehicle checks, cleaning vehicle inside and out, and providing an extra eye as a backer.
* Adhere to all safety protocols and guidelines while on the job. This includes but is not limited to wearing personal protective equipment (PPE), maintaining situational awareness, and responding promptly to instructions given from crew leaders.
* Ensure that the equipment you use for daily tasks is securely transported to the work site and is returned to the proper storage location at the end of the day. Report malfunctions in equipment to supervisor, document equipment issues, and seek needed repairs or supplies as early as possible.
* Document work completion and productivity by tracking progress with the input of data on GPS enabled tablets and taking written notes. As delegated by the supervisor.
* Conduct pre and post burn work, such as selectively thinning the understory vegetation, chipping, and/or piling the cut debris into compact piles and covering with waxed paper.
* Mentor in all aspects of the position description.
* Assist the plants crew as needed.
* All other duties as assigned.

**WORKPLACE RESPONSIBILITES:**

**Crew Members are required to:**

* Maintain a professional and responsible attitude and work ethic. Crew members will meet reasonable, agreed upon productivity, work quality, and equipment maintenance expectations.
* Develop a working knowledge of fuels management techniques, practices and terminology.
* Hold yourself accountable for your actions, have integrity about quality of work and learn from mistakes.
* Successfully complete the entry level fire line courses (basic 32), including passing the pack test. Basic fire training should be completed within 3 months. Participate in training sessions to develop and enhance fire knowledge and proficiency in burning techniques.
* Demonstrate flexibility and adaptability in responding to changing conditions, operational priorities, and unforeseen challenges during burning operations and project work.
* Work in a team environment and always be a team player.
* Maintain clear and open communication with crew members and crew leaders to ensure effective coordination and cooperation during burning operations and project work.
* Be on time and let the supervisor know if schedule needs or conflicts arise. “No-Show No-Call” is only acceptable in the event of an emergency.
* Vacation time must be requested from the supervisor in advance, at least 2 days prior notice.
* Provide your own transportation to and from work.
* Wear appropriate clothing for field work, including durable pants, long sleeves, boots and rain gear if needed. All other personal protective equipment will be provided.
* Bring adequate amounts of food and water to sustain your body through a rigorous 8-hour workday.
* Maintain an inclusive, safe, professional work environment, with no tolerance for hate speech or derogatory language while on the job.
* Convey and receive written and spoken instructions to communicate in person.
* To always be a student of fire and suggest implementation strategies based off the lessons learned.
* Maintain job site safety, correct any unsafe conditions or actions and report to supervisor if a problem is not resolved.

**Physical and Environmental Requirements:**

Duties involve rigorous fieldwork that requires above average physical ability. The fieldwork may often be conducted during extreme heat (above 100 degrees F), extreme wet and cold (under 32 degrees F) and smoky conditions. Must be able to lift and carry up to 50lbs. Work requires standing, walking over uneven ground and on steep slopes for extended periods, bending, stooping, kneeling, reaching, pushing and pulling small diameter trees, branches, brush and objects necessary to perform job functions. Duties also include demands for strenuous activities in emergencies under adverse environmental conditions for extended periods. Operation of some specialized fire equipment can place extended physical stress during fire activities.