



About the Bob Marshall Wilderness Complex

Considered by many to be the “crown jewel” of the wilderness preservation system, the Bob Marshall Wilderness Complex located in Northwestern Montana, is the third largest Wilderness area in the lower 48. ‘The Bob’, as it’s known locally, is comprised of towering limestone reefs (including the famous Chinese Wall), range after range of majestic mountains, lush forests, broad basins and valleys, and two Wild and Scenic Rivers. The list of plant and animal species that inhabit the area has remained unchanged since the exploration of Lewis and Clark. The area is named for forester and conservationist - Bob Marshall, an early advocate for protecting road-less areas, organizer and benefactor of the Wilderness Society, and legendary hiker who sometimes hiked 30 to 50 miles in a day. Today the Bob Marshall Wilderness Foundation (BMWF) continues to promote Bob’s legacy by providing stewardship for The Bob.

About the Bob Marshall Wilderness Foundation

The Bob Marshall Wilderness Foundation has been serving the wilderness recreation community for twenty years. The Foundation works in coordination with the USFS to organize 40 projects annually and recruits 300 to 400 volunteers and interns, ages 12 to 80, for projects that clear trails and keep the wilderness wild by restoring damaged areas and removing noxious weeds. Since its incorporation in 1996, the Bob Marshall Wilderness Foundation and its volunteers have cleared over 5,000 miles of trail and donated millions of dollars of labor to improve public lands.

Wilderness Crew Leader Job Description

As a BMWF crew leader your “office” will be the 1.5 million acre Bob Marshall Wilderness Complex!





Wilderness Crew Leader Opportunities with the *Bob Marshall Wilderness Foundation* Summer 2017



Crew Leaders are responsible for organizing and implementing volunteer service projects that clear and maintain trails, mitigate user impacts, and remove invasive weeds. Work is primarily in the field with some limited office/computer tasks. Because the work is in Wilderness it is accomplished using primitive tools. An important aspect of the work includes training volunteers, many of whom have little to no wilderness experience. Crew leaders coordinate project logistics, including Forest Service coordination, meal planning and food shopping, train volunteers on the use of primitive tools, safety practices, and backcountry living and camping. You should expect to be the sole Crew Leader for a group of up to 8 adult and/or youth volunteers. In some cases, a partner group may provide additional leadership to help manage larger groups and coordinate group details.

Other Crew Leader responsibilities include providing lessons on Leave No Trace and interpreting the natural, geographical, and cultural history of the Bob Marshall Wilderness Complex. This position requires camping and working at primitive backcountry and front country sites, extensive hiking over varied terrain and working in a variety of weather conditions. There may be opportunities to work with pack stock, but stock may not be provided for every project.

Office work includes working closely with the BMWF Program Director and Program Coordinator, US Forest Service managers and volunteer groups to coordinate project logistics and paperwork prior to and after completion of each project trip.



Additional duties include maintaining hand tools, organizing the tool cache, and providing volunteers with the appropriate safety gear and information. Extra time will be scheduled for training, project planning, menu planning and shopping, volunteer recognition and supplemental office work.

Trails and Weeds Crew Leaders have the opportunity to meet numerous professionals in the wilderness management field and make connections for future opportunities in wilderness and recreation management.



Wilderness Crew Leader Opportunities with the *Bob Marshall Wilderness Foundation* Summer 2017

Training

On the job training with the Program Director and Senior Crew Leader takes place during the first three weeks of employment. This includes two weeks in the Hungry Horse area with BMWF and the following week and at Spotted Bear Ranger Station for Forest Service orientation. BMWF and Forest Service training covers:

BMWF/F.S. Partnership

Wilderness Orientation

Bear Awareness/Safety

Stock Use/Safety

Backcountry menu and meal planning

Natural History Education

Volunteer leadership skills

Leave No Trace - Backcountry Living Skills

USFS Trail Maintenance Standards

Backcountry Safety

Crosscut Saw Certification

Noxious Weeds ID and management

Required Skills & Background:

- ◆ Maintain a positive attitude with a rigorous schedule throughout field season.
- ◆ Flexibility, adaptability, and ability to function at a high level, both independently and under pressure. Project plans and logistics may change on a weekly basis; flexibility is a MUST!
- ◆ Trail maintenance and/or Noxious Weed management experience.
- ◆ Backcountry living and travel experience.
- ◆ Leadership experience; ability to successfully organize and direct the work of volunteers, while juggling daily duties and responding to occasional crises.
- ◆ Good oral and written communication skills.
- ◆ Ability to work with limited supervision in a field and office environment.
- ◆ Ability to keep neat and accurate records and reports.
- ◆ Motivation and willingness to work non-traditional hours, including nights and weekends.
- ◆ Current Wilderness First Responder (WFR) certification (partial reimbursement provided).
- ◆ Basic computer proficiency including email communication, knowledge of Microsoft Word, Excel, digital photography, ability and willingness to learn other software as needed.



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Additional Preferred Skills & Background:

- ◆ Knowledge of the Bob Marshall Wilderness Complex.
- ◆ Experience with youth and/or youth-at-risk.
- ◆ Experience working with volunteers or groups with varied backgrounds and ability levels.
- ◆ Ability to facilitate conflict resolution and mediation.
- ◆ Experience with government agency, outdoor program, or non-profit organization.
- ◆ Academic experience or equivalent experience in wilderness management, recreation, environmental studies, outdoor education, or related field.
- ◆ Cross cut saw and chainsaw experience and respective USFS certification.
- ◆ Proficiency with GPS and mapping software.
- ◆ For the Weeds Crew Leader a Government Applicator License or experience with Ecology or Noxious Weed Management is desirable.

Transportation

For this position a reliable personal vehicle is required to access job sites. Job assignments often requires driving to trailheads on backcountry, gravel roads. The BMWF reimburses employees for the use of their personal vehicles for mileage driven from the designated duty station to the work site. Other vehicle repairs are the responsibility of the Crew Leader.

Duty Station, Housing, Meals and Gear

Rustic/shared housing is provided at each assigned duty station. Meals are provided when working with crews in the field, but employees are expected to cover their own food expenses while at the duty station and on personal time. Use of personal backpacking gear is required; a good sleeping bag, backpack, rain gear, and sturdy hiking boots are the most important. Group kitchen and LNT gear is provided.





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Salary and Benefits:

First year Crew Leaders will receive:

- ◆ Hourly wage of \$12.50/hr. + \$18.75 overtime.
- ◆ \$350 reimbursement for a Wilderness First Responder certification
- ◆ \$200/season health insurance reimbursement for ACA qualified health plans.
- ◆ Living quarters at a USFS Ranger Station.
- ◆ USFS felling and bucking Saw Certification
- ◆ Meals while on the job.
- ◆ Mileage reimbursement when driving a personal vehicle to and from project sites.
- ◆ Returning Crew Leaders are eligible for an increased hourly wage, WFR reimbursement, matching retirement plan, and may attend guard school.

Position Length

Crew Leaders will report to the BMWF office at the Hungry Horse Ranger Station the week of May 22nd and will end work until the end of September.

To Apply

Email a resume and cover letter to Carol Treadwell, Executive Director at exec@bmf.org. Please review the Bob Marshall Wilderness Foundation website for a better understanding of the organization: www.bmf.org. Email applications are preferred. Qualified Crew Leader applicants will be contacted to schedule an interview with final candidate selections. Review and interview of applicants will begin February 1st and continue until all positions are filled.

