

FSA-VA Crew Leader

JOB TITLE: Crew Leader

LOCATIONS: Southwest Virginia

START & END DATES: 1-year (May 19, 2025- May 30, 2026)

WORK SCHEDULE: Full time

SUPERVISOR: Southeast Region Coordinator

COMPENSATION: \$22.54/hour

APPLICATION DEADLINE: Open until filled with first applications considered after **March 14th**.

WHO WE ARE

The Forest Stewards Guild, a national organization of foresters and allied natural resource professionals, is dedicated to practicing and promoting responsible forestry as a means of sustaining the integrity of forest ecosystems and the human communities dependent upon them.

POSITION DESCRIPTION

The Forest Stewards Apprenticeship-Virginia (FSA-VA) will consist of a 4-person crew that works alongside various natural resource management organizations including The Nature Conservancy, Virginia Department of Conservation & Recreation and the Virginia Natural Heritage Program in completing forest management projects such as oak restoration, invasive species management, and prescribed burn preparation. The crew leader will be responsible for leading the crews in logistics, risk management, administrative duties, project partner coordination, and team dynamics. The crew leader is critical to facilitating a positive apprenticeship experience for crew members.

Crew Leader Duties Include:

- Ensure the safety of crews at all times, when working and traveling
- Lead 3 crew members in natural resource management projects such as oak restoration, invasive species management, and prescribed fire preparation, etc.
- Build positive team and work culture
- Track crew accomplishments and other reporting duties
- Correspond between Guild and Work Partner staff to ensure crew tasks are completed
- Drive 4WD vehicles on rough roads
- Work in steep and uneven terrain during rough weather conditions

MINIMUM QUALIFICATIONS

- Experience in leadership, supervisory, or instructor position in conservation, outdoor education, or related field
- Ability to make decisions to prioritize crew safety
- Strong ability to work independently, pay attention to details, provide organization, and remain flexible

- Physically fit and able to lift 75lbs, work long days in the field (sometime up to 14 hours) and walk with heavy loads on steep and uneven terrain while maintaining focus on supporting crew members. Must be able to pass an arduous pack test. Walk 3 miles with 45 pounds in 45 minutes
- Possess a valid driver's license and safe driving record
- Experience performing similar conservation projects to those the crew will complete (invasive species management, vegetation management, prescribed fire implementation and/or preparation, trail work etc.)

PREFERRED QUALIFICATIONS

Ability to identify native and invasive vegetation of Southwest Virginia

Safe chainsaw operation experience

Relevant Certifications (e.g. Wilderness First Aid, CPR, Fire Fighter Type 2, S-212)

State Pesticide Applicators License or experience as a Registered Technician

College degree in Natural Resources Field (e.g. Conservation Biology, Forestry, Wildlife Management)

COMPENSATION

- \$22.54/hour
- Leave: Paid holidays, Sick leave, Paid Time Off
- Health Insurance, Life Insurance, 401K
- The Guild provides an open, transparent, and just organization and workplace. We strive for clear, open, and kind communication and are committed to recruiting, hiring, mentoring, and supporting staff from underrepresented communities. We are dedicated to building a work culture that recognizes the inherent value of our employees, supports a healthy work-life balance, and provides an environment that supports personal and job growth.

LOCATION

This position is located in Southwest VA. The crew leader is expected to provide their own transportation to the duty station at the Oxbow Center in St. Paul, VA. Transportation is provided from the duty station to project locations.

HOW TO APPLY

To apply, complete the [Online Application Form](#) & email your resume (as a .pdf) to cdefiore@forestguild.org

CONTACT US

Questions about this position can be directed to **Chris DeFiore** at cdefiore@forestguild.org.

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

We believe in a workforce that reflects the strengths of all members of our community. The Forest Stewards Guild strives to create a collaborative, supportive, and respectful setting for all employees and partners. To meet this goal, we recognize and celebrate the wide range of differences that characterize our members, employees, partners, and collaborators. Indeed, it is those differences that enhance our

organization and help us to meet our mission and vision. The Forest Stewards Guild is an equal opportunity provider.

ACKNOWLEDGEMENTS

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