



2025 CREW MEMBER

(January-December)

ABOUT EARTHCORPS:

EarthCorps (EC) is a Seattle-based nonprofit organization that believes all people and nature can thrive together and seeks to build a global community of leaders through local environmental service. Putting our mission into action looks like an intensive (six-month/year-long) training program that unites young adults (ages 18-26ish) from across the United States and around the world to learn skills in community building, environmental restoration, and reflective practice.

EarthCorps is committed to becoming a more liberated and anti-racist organization. Through a lens of diversity, equity, and inclusion, EarthCorps is building a network of leaders who have the cultural competency and skills to build a new future, while restoring vital lands and waters and connecting people to nature. This work is ongoing, and the organization is committed to being transparent with program participants about our work, as well as including their input to drive the direction of the organization towards a healthier, welcoming, and sustainable community for us all.

CREW MEMBER PROGRAM:

The EarthCorps program is an opportunity to gain hands on experience in environmental restoration. Crew Members will serve on crews of 5-7 members led by an EarthCorps crew leader. Crew members will make a difference on the land through on-the-ground restoration projects throughout Western Washington. Ecological restoration is one tool to address climate change and care for our land. Crews at EarthCorps have an opportunity to directly improve the resiliency of our land by restoring habitat, improving water and air quality, reducing erosion, sequestering carbon and engaging the broader community to become stewards of our shared resource.

In addition to impactful service, corps members will grow professionally and personally through training, engaging with environmental agencies, collaborating with staff, providing feedback, and practicing structured reflection. Corps members learn valuable team building skills as they work on their communication skills, conflict resolution management, and leadership capacity.

This position is managed by the EarthCorps Operations Manager and supervised by EarthCorps Project Managers. It is offered through AmeriCorps and all applicants must meet the requirements to become an AmeriCorps member and abide by AmeriCorps policies.

PROGRAM OPPORTUNITIES, RESPONSIBILITIES & INTENDED OUTCOMES:

FIELD SERVICE (80% of program)

Crews complete restoration projects in partnership with various land management agencies, throughout the Puget Sound region (in urban, suburban, and rural settings). Crews are introduced to a broad range of project sites, different techniques and approaches to ecological restoration. This broad exposure will provide participants with skills to implement best management practices in restoration, an appreciation of the challenges of restoration and an understanding of the field of environmental restoration work. To better understand the types of projects crews work on please review some project overviews: [linked here](#).

Project Implementation: Crew Members are responsible for the efficiency of accomplishing projects and the quality of the final product under supervision from project staff. All corps Members and staff are responsible for the safety of themselves, their fellow workers, and members of the public who may be involved with projects.

What type of service will Crew Members perform?

Field Service Projects (and estimates of their typical percentage of the program):

- Initial invasive plant removal (manual/ mechanical) 25%
- Invasive plant control (herbicide) 20%
- Native plant installation (planting) 15%
- Stewardship/ Site maintenance 20%
- Trail construction/maintenance 20%

Multiple camping trips. Camping trips give corps members a chance to learn and practice camping skills and deepen team development. In 2024 most organized camping trips were done in a front country (non-wilderness) setting. Typical duration of these trips is 3-4 nights, with the potential for a 10-day trip as well. In 2024, the number of nights camping ranged from 25-40 nights, roughly 1-2 weeks per month.



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TRAINING AND WORKSHOPS (20% of the program)

EarthCorps is a service-learning program. This means in addition to learning from fieldwork, corps members will attend training to develop skills and context for restoration activities. Facilitators will use lectures, discussions, reflections, site tours and hands-on assignments. The following range of topics introduces corps members to the field of restoration and develops interpersonal skills:

Habitat Restoration:

- Ecology, Land Management, Restoration Theory and Skills
- Pacific Northwest natural history and plant identification
- Exposure to the restoration industry and local environmental network

Community building:

- Environmental justice and anti-racism
- Exposure to local community organizations and land acknowledgement workshops
- Progressing diversity, equity, and inclusion goals within the corps and organization

Leadership:

- Understanding of leadership theory and personal leadership style
- Collaboration in a small team and community building across teams at EarthCorps

Successful applicants will demonstrate the following:

- Ability and desire to work hard, outdoors and in all weather conditions
- Commitment to cooperation and teamwork
- Commitment to integrating social, racial, and economic justice lenses to our work
- Eligibility for AmeriCorps and ability to complete term of service
- Ability to lift up to 50 pounds (22.5 kg); Hike up to 8 miles (13 km) in steep terrain while carrying 40 pounds (18kg) of weight
- Experience in the outdoors or physical labor
- Commitment to community service and previous experience in volunteer service
- Enthusiasm for environmental conservation, science, recreation, or other related fields
- Capacity to learn and grow in a service-based training position

Environmental restoration is a physically, mentally, and emotionally demanding service that takes place outdoors in all weather conditions. Service regularly requires:

- Long days of repetitively swinging heavy tools, shoveling, digging, and pulling.
- Heavy lifting up to 50 lbs. and bending
- Physically demanding activities, eating, and camping outdoors in all weather conditions such as rain, heat, smoke, wind, and snow.
- Safely handling herbicides with proper training.
- Interacting and collaborating with others daily online and in-person

Please consider the work before applying and contact us if you have specific questions or concerns.

Corps Members will be expected to follow occasional additional procedures relating to public health and the mitigation of the spread of COVID-19, while in the field and out. This may include the wearing of face coverings and necessary distancing between crew members in the field, among other crew protocols

All Corps Members must be fully vaccinated by an authorized COVID-19 vaccine before beginning their service.

CORPS MEMBER TERMS OF SERVICE:

- PERIOD OF SERVICE: January 21, 2025 – December 12, 2025
- RATE OF PAY: Living stipend of \$3,000/month
- TYPICAL HOURS OF SERVICE: 7:30 a.m. - 5 p.m. Monday – Friday, occasional Saturdays required.
- STATUS: Temporary - Enrolled in AmeriCorps. AmeriCorps members must abide by policies set by AmeriCorps and **complete 1,700 hours of service**, including mandatory trainings
- Criminal history checks and 2 references will be reviewed to fulfill AmeriCorps requirements

BENEFITS:

- AmeriCorps education award of \$7,395 upon successful completion of 1,700 hours
- Days off (8 sick and 6 vacation/personal), Holidays and sick time permissible as designated by EarthCorps
- Medical, Vision, and Dental Insurance
- Subsidized ORCA Pass for bus transportation
- Education & Training
- Boots, pants, t-shirt, rain gear and safety equipment provided

We encourage applicants from all racial, ethnic, religious and socioeconomic backgrounds, sexual orientations, and gender identities to apply, especially those from historically marginalized communities.