



Prescribed Fire Module Crewmember

TNC Oregon Fire Team

Who We Are:

The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

The Nature Conservancy is the world's leading non-profit organization working on fire issues. We have been working with fire since 1962, when we conducted our first controlled burn. Our approach has evolved from one that was primarily focused on managing our preserves for biodiversity to one that includes developing more equitable policy and funding, [elevating the leadership of Indigenous fire practitioners](#), [growing skilled and diverse fire management workforces](#), and helping communities develop ways to [live more safely with wildfire](#).

What We Can Achieve Together:

The Nature Conservancy's Oregon Fire Partnership program is working to support prescribed fire planning, implementation, and monitoring across the fire-adapted forests of Oregon. The Prescribed Fire Module Crewmember will be an employee of The Nature Conservancy, based in one of two focal geographies working on a new, 5 to 10-person prescribed fire module. For approximately 6 months per year (late May through November), the Module Crewmember will work closely with the module leader, and partner organizations such as the U.S. Forest Service and other local, state, federal, NGO, university, and Tribal partners, in preparing, conducting, and evaluating/monitoring prescribed fire/fuels management activities in Oregon. The Module Crewmember will be expected to travel frequently within their focal area for prescribed fire assignments.

The Module Crewmember will report directly to the Prescribed Fire Module Leader and Assistant within their geography. This position is expected to help TNC, the U.S. Forest Service, and other partners to meet their respective prescribed fire and fuels management goals.

This six-month seasonal position is supported by federal, state, and private funding with the intention of assisting with prescribed fire across land ownerships. There may be an opportunity to extend the season if funding allows.

We're Looking for You:

You will represent The Nature Conservancy Oregon's Fire Management Program in the places you work. Your can-do attitude, safety mindset and fire practitioner skills will be important as the module prepares fire lines, maintains equipment, conducts pre and post-burn monitoring, interacts with landowners and community members, and completes other prescribed fire related tasks. We will ask you to serve in roles matching your qualifications and experience.

The Module Crewmember may participate in wildland fire management activities in partnership with other non-government organizations, Indigenous Peoples and Tribes, local fire departments, and local, state, and federal agencies, either as a TNC employee or as a short-term employee of a partner entity (such as an Administratively Determined short-term federal employee).

This is a seasonal, full-time, hourly wage position. Working over 35 hours a week will occur occasionally, especially during prescribed fire seasons and while traveling for assignments overtime rates apply after the first 40 hours each week. Travel expenses, meals and lodging will be provided by TNC when traveling for prescribed fire assignments.

Shared module housing will be provided by The Nature Conservancy and/or partner organizations at no cost to the employee.

Module Crewmember will be expected to:

- Perform tasks under the supervision of the Prescribed Fire Module Lead and Assistant and in coordination with local U.S. Forest Service Fire Management staff.
 - Function as a contributing member of a diverse, mixed-gender, cross-generational team with a range of experience and skills.
 - Follow established safe work practices.
 - Be able to perform heavy physical work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
 - Assist with all aspects of prescribed burning including planning, implementation, and monitoring.
 - Operate ATVs, UTVs, tractors, chain saws, leaf blowers and tow trailers.
 - Maintain assigned equipment.
 - Maintain accurate records of work time, expenses, etc. and submit reports in a timely manner.
 - Become competent with mobile mapping and data collection such as Collector for ArcGIS and Avenza Maps.
 - Demonstrate a commitment to the principles of diversity, equity, and inclusion.
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What You'll Bring:

Minimum Qualifications

- High school diploma and 6-months of related experience in fire operations, science-related field or similar field or related experience in land management.
- Must be qualified as a Fire Fighter Type 2 (FFT2) or higher, including Introduction to ICS (I-100), Human Factors on the Fire line (L-180), Introduction to Wild Land Fire Behavior (S-190), Firefighting Training (S-130), and one training burn serving under the supervision of a qualified FFT2. See <https://www.tncfiremanual.org/Firefighter.htm>
- Must achieve physical fitness standards as set by local Fire Manager and TNC Fire Manual.
- Must have experience operating and maintaining various types of hand tools and motorized equipment safely.
- Must be able to obtain related licenses or certifications as required (e.g., herbicide application, chainsaw operation, First Aid and CPR).
- Must have a valid driver's license. Please indicate this in your resume.
- Multi-lingual and multi-cultural experience appreciated.

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

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in, protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on nature.org/careers.

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

Salary Info:

The starting pay range for a candidate selected for this position is generally within the range of \$21.00-\$25.00/ hr. for annual base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

How To Apply:

To apply for job ID# 54843 , submit your materials online by using the Apply Now button at <https://careers.nature.org/>. *The application deadline is 4/1/2024 at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs and culture. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with Request for Accommodation in the subject line.

Our Competencies:

BUILDS RELATIONSHIPS	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
COLLABORATION & TEAMWORK	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
COMMUNICATES AUTHENTICALLY	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
DEVELOPS OTHERS	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
DRIVES FOR RESULTS	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
LEVERAGES DIFFERENCE	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
SYSTEMS LEADERSHIP	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

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Positions for FFT2, FFT1 Multiple Locations – Redmond, and Pendleton Oregon

Status: Hourly

Job Family: Conservation

Burn Crew Member

Grade Level 2

Internal Job Code : 450006