



AmeriCorps

23-24 ECO AmeriCorps Host Site Application

LaRosa Partnership Program Assistant

Environmental Careers and Opportunities (ECO) AmeriCorps is an AmeriCorps program within the Vermont Department of Environmental Conservation (VTDEC). ECO AmeriCorps is funded in part by an AmeriCorps state grant provided through SerVermont from the Corporation for National & Community Service. Service sites will provide meaningful service opportunities, regular supervision with oversight of service hours and timesheets, office space and office equipment, orientation to the worksite, additional training (as needed) and mileage reimbursement. The 2023-2024 program will begin mid-September 2023 and end in August 2024.

To be considered, service sites must:

- Demonstrate a commitment to DEIJ principles and provide a pathway for involvement at the host site and program level.
- Be a non-profit, municipality, state agency, tribal government, or educational institution.
- Provide a position description showcasing activities that are appropriate to the mission of ECO AmeriCorps.
- Provide a work environment that is ADA compliant, drug-free, and carries supplies and equipment necessary for members to perform their duties.
- Be able to provide the cash match and mileage reimbursement at the federal General Services Administration (GSA) rate for service-related travel for the member.
- Attend a supervisor orientation and be available for a minimum of two subsequent site visits and check-ins from ECO AmeriCorps staff.
- Clarify any additional responsibilities to the member according to your organization's policies.
- Notify ECO AmeriCorps staff about conflicts or other issues as they arise.

Other Requirements and Responsibilities:

- Confirm member selection, on-site training, member supervision and support throughout term of service, other forms and documentation as required by AmeriCorps, mileage reimbursement for service-related travel.
- Main supervisor must attend AmeriCorps supervisor orientation (or make special arrangements).

Host Site cost based on # of full-time employees:

Full-Time (1,700 hours over 11 months)

- 0-3 \$8,000
- 4-10 \$9,000
- >10 \$10,500

Half-Time (900 hours over 6 months)

- \$5,250 regardless of size

Quarter-Time (450 hours over 3 months)

- \$2,625 regardless of size

For more information about the host site application:

- Visit the ECO Website for supporting documents: www.ecoamericorps.org
- Or contact Program Supervisor, Dustin Bowman, dustin.bowman@vermont.gov, 802-461-5222

The Vermont Department of Environmental Conservation is sponsoring AmeriCorps positions through its AmeriCorps Program. The State of Vermont is an Equal Opportunity Employer. Positions are open to all applicants without regard to race color, national origin, ethnicity, disability, age, gender, gender identity, sexual orientation, political affiliation, veteran's status, religion, or creed.

Name of Organization or Municipality:

Department of Environmental Conservation

Address of Organization or Municipality:

1 National Life Drive, Davis 3, Montpelier, VT

Primary Supervisor Name and Title:

Meaghan Hickey; Environmental Analyst and LaRosa Partnership Program Coordinator

Primary Supervisor's email:

meaghan.hickey@vermont.gov

Primary Supervisor's phone #:

8026224819

Please provide a brief description of your role at your site:

I am an Environmental Analyst with the VTDEC's Monitoring and Assessment Program (MAP). My role is to collect data on the rivers and streams in Vermont to evaluate their biological health as a member of the Biomonitoring and Aquatic Studies Section (BASS). Each fall, BASS collects chemical, physical, and biological (fish and aquatic macroinvertebrate) samples from Vermont's rivers and streams and performs taxonomic identification of the fish and macroinvertebrates to calculate metrics that assess if the biological communities meet Vermont's Water Quality Standards.

Another critical component of my position is coordinating the LaRosa Partnership Program (LPP). As the Coordinator of LPP, I support a network of watershed organizations, Natural Resource Conservation Districts, municipalities, and community scientists throughout Vermont in sampling high priority streams. In this role, I establish the LPP water quality monitoring priorities and sampling plan, oversee monitoring site funding and selection, communicate with partnering organizations and train them in LPP procedures, facilitate sample collection administrative tasks and logistics, collaborate with the LPP partners and the Vermont Agriculture and Environmental Lab to track and manage samples, and review water quality data and make it accessible to the partners and public.

Which hosting category are you applying to?

Quarter-Time (May-August)

What is the title of the position you are requesting?

LaRosa Partnership Program Assistant

Describe your proposed service project.

[Note: performance measures are based on improved acres of public land, improved miles of waterways or trails, number of Vermonters provided environmental stewardship education or training, and number of members placed in green jobs after completing their AmeriCorps service. Capacity- building activities are allowed. Please describe any projected impact.]

This position will be focused on two Watershed Management Division monitoring programs: the community science LaRosa Partnership Program (LPP) and the Ambient Biomonitoring Network (ABN). The primary role of the ECO AmeriCorps member is to assist the LPP Coordinator with managing the LPP, which collects nearly 6,000 water chemistry samples/year from streams statewide. The ECO member will be introduced to the LaRosa Partnership Program by first becoming acquainted with the previous year's data by participating in the LPP data quality assurance review process prior to final approval and storage in the state database. In collaboration with the LPP Coordinator, they will learn about the participating partner organizations, their sampling sites, the parameters monitored and their sources, historical data trends, how to flag suspect data, and how to interpret and analyze water quality chemistry data. They will also help prepare the data for its presentation to the public via the state database and the LPP PowerBI data visualization tool. The ECO member will also interact regularly with the partner groups to communicate with, guide, and support each group in collecting and managing water chemistry samples according to LPP procedures described in our LPP Coordinator Guide. This entails distributing monthly newsletters highlighting program updates, soliciting site nominations, assisting with the annual partner training, conducting partner site visits, and providing technical support during the sampling season. The ECO member will collaborate with other Watershed Management Division (WSMD) programs (Lakes and Ponds Lay Monitoring, Wastewater), the Watershed Investment Division (WID) (Watershed Planners and Clean Water Initiative), and the Vermont Agriculture and Environmental Laboratory (VAEL) within the Agency of Agriculture. Another core responsibility of the ECO member will involve assisting in the LPP sampling season preparation and ensuring the sampling season runs smoothly by helping the LPP Coordinator with orchestrating the logistics of sampling supplies distribution and sample pick-ups. This member will serve as a vital link between the partners, the Vermont Agriculture and Environmental Laboratory (VAEL), and the LPP Coordinator when tracking and transporting samples, managing flow data through ArcGIS Survey123, and remedying errors or missing information. An ECO AmeriCorps member with GIS, database, and Excel

skills will enable efficient and organized collection and management of data, cross-programmatic coordination to communicate LPP data, and support effective utilization of LPP data.

The secondary role of the ECO AmeriCorps member involves assisting the WSMD biomonitoring team with their fall sampling season and macroinvertebrate processing. The member will have the opportunity to attend fall field outings 1-2 days a week (more if the member is interested and able) and participate in water sample collection, fish electroshocking and identification, and record physical habitat data in accordance with the Watershed Management Division Field Methods Manual. They will also participate in processing and sorting macroinvertebrates from preserved stream samples at the Vermont Agriculture and Environmental Lab (VAEL) 1-2 days a week during the winter “bug picking” season. If interested, they will also be encouraged to acquire skills to identify one or two orders of macroinvertebrates to genus/species taxonomic level.

What data collection tools will the member use to record the impacts of their service activity?

For LPP: The ECO AmeriCorps member will compile and maintain a list of sites and their associated information nominated for monitoring for review and selection in Excel as well as map these sites in ArcGIS. The selected sites will then be entered in the VT DEC’s Integrated Watershed Information System (IWIS) database. The ECO AmeriCorps member will also assist the LPP Coordinator with managing the nearly 6,000 water chemistry samples collected throughout the LPP sampling season from streams statewide. These samples will be logged into the Vermont Agriculture and Environmental Lab Laboratory Information Management System (LIMS), and their sampling schedule and information will be tracked via Excel. Flow observations made in conjunction with water sample collection will be recorded in Esri’s Survey123 app and reported in a data dashboard. All LPP data collected each year is entered into IWIS at the end of the season. These LPP data expand VTDEC’s capacity to fill gaps in chemical water quality information on a spatial and temporal basis, help identify pollutant sources or high priority monitoring areas, as well as support the specific monitoring goals of our partner organizations. These data will also be shared with the EPA for storage in their database. All LPP data will also be published in the online LPP PowerBI data visualization tool for sharing with the partners.

The Monitoring and Assessment Program (MAP) records the number of macroinvertebrates samples processed by the ECO member as well as those samples processed by other ECO AmeriCorps members who assist with bug picking as a special service project. These data also go into IWIS and allow MAP to monitor the impacts of pollutants, stressors, or changes over time to fish and macroinvertebrate communities as well as inform management decisions to direct resources and protect water quality.

Additionally, the ECO AmeriCorps member will keep the LPP partners informed via a monthly newsletter highlighting important program updates and information. Updates, resources, and program information will also be made available by the ECO AmeriCorps member on the LPP web page. The ECO AmeriCorps member will complete an informal brief bullet point monthly report of accomplishments, tasks completed, and meetings and trainings attended as is required for all Monitoring and Assessment members to record everyone’s monthly progress.

Please provide any additional information (data, statistics, reports, etc.) that demonstrates the compelling need for the proposed position:

The LaRosa Partnership Program is highly valued with Vermont watershed groups and the VT DEC. In 2023, 109 sites nominated by 31 watershed groups and internal DEC staff members and 258 sites monitored during the 2022 season were reviewed to approve a total of 269 sites for monitoring worth \$104,800 of

sample analysis costs. LPP Coordinators are critical to prioritizing these requests to ensure they meet both partner and VTDEC needs and stay within the ~\$100,000 analytical services budget. Throughout the sampling season, the LPP Coordinators coordinate, track, manage, and review data from 5,000-6,000 samples and flow observations. The ECO AmeriCorps position helps support the program with its current requirements under the centralized program model that streamlines all sampling season logistics and ensures standardized procedures and sampling design are followed by all participating partner organizations. This improves the usability of our data and ensures that all data points are quality assured in a timely manner and comparable with other VT DEC data. Having an ECO AmeriCorps member increases the capacity of this extensive program to be more efficient and effective and improves the quantity and quality of communication and support provided to the partner organizations, which results in higher quality data.

A survey of participating LPP partners in 2022 found they utilize LPP data in the following top four ways: (1) to educate community members (25 responses), (2) to identify new water quality monitoring sites (23 responses), (3) to support the VT DEC in their monitoring efforts (21 responses), and (4) to educate landowners on improving their management practices to protect and improve water quality (17 responses). Additionally, LPP contributes extensively to the VT DEC's Integrated Watershed Information System (IWIS) database, which greatly expands the geographic extent of chemical water quality monitoring conducted in Vermont and helps achieve the VT DEC's water monitoring goals outlined in the WSMD's Water Quality Monitoring Program Strategy. To date, there are over 110,000 data points in IWIS collected through the LaRosa Partnership Program. Sharing these data is essential for assisting participating partners along with local, state, and federal governments (data is also shared with the EPA) in restoration efforts, effective financial resource allocation, watershed planning, and education and outreach. The unique insight and fresh eyes of the ECO AmeriCorps member is highly valued and allows the LPP to not only function more effectively but improve the accessibility and communication of LPP data so it can be utilized better by the VT DEC and partner organizations to achieve everyone's goals.

What initiatives does your organization take to support diversity, equity, inclusion, and environmental justice (DEIJ)? Please include any historical data or details for on-going strategic plans, partnerships, and projects, as relevant.

As part of the larger Agency of Natural Resources (ANR) and Department of Environmental Conservation (DEC), our organization has undergone many recent changes to incorporate DEIJ principles and implement changes to make the DEC a more inclusive, equitable, and environmental justice-oriented organization in a consistent manner across divisions and programs. There are several committees that have formed including the ANR D&E committee (which has representatives from the DEC), the DEC Environmental Justice committee, and the State of Vermont Racial Equity Office team. The ANR D&E committee holds regular monthly meetings to establish guiding DEIJ principles that are connected explicitly to the mission of the ANR and organize opportunities including regular lunch discussions open to anyone within the Agency as well as workshops and facilitated discussions. They also interact closely with the State Office of Racial Equity to coordinate efforts in DEIJ across the state governmental bodies. Some specific actions they have taken include creating a language access plan, establishing stakeholder EJ working groups that will guide the State of Vermont in implementing the Environmental Justice State Policy, and initiating the hiring process for two ANR EJ coordinators. There is also a Diversity and Equity Teams channel where ANR members can continue the conversations around implementing DEIJ principles and find support among colleagues. I recently attended a workshop on Employee Retention, Support, and Safety which was part of a 4-part series on equitable hiring practices and creating an inclusive workplace culture. This is one example of the many workshops and facilitated discussions that have and will continue to occur through the ANR D&E committee.

From my understanding, the DEC Environmental Justice Committee has been an integral and driving force in addressing the lack of DEIJ principles at the ANR and DEC. Through their efforts, they are laying the groundwork for developing an EJ policy at the DEC, guiding the DEC Divisions in integrating and applying EJ into regulatory, outreach, and funding programs, organizing trainings and outreach to DEC staff, exploring community project funding sources, ensuring Title VI compliance, and developing an environmental justice mapping tool to identify blind spots in DEC operations. All these efforts will be critical in guiding the more specific integration of DEIJ principles at the DEC Division and Program levels. Specifically, we have begun with a three-part racial diversity, equity, and inclusion workshop tailored to our division that is currently in progress. Attending this training has already facilitated important discussions about how to think about subjects of race, inclusion, systemic oppression and exclusion, and how to build a more supportive and thoughtful organization.

Outline how DEIJ principles can be incorporated into your organization's work moving forward. (Provide examples of any trainings, workshops, projects, partnerships, etc.)

There are many areas within the larger DEC community where there is need for additional DEIJ related efforts, but I will focus specifically on how DEIJ principles can be incorporated within the Monitoring and Assessment Program (MAP). There is a lot of potential to increase accessibility and useability of the biomonitoring and LPP water quality data for outreach to the public. In general, the people who use our data are those with the most resources, money, time, social/political connections, and education. Our data can be used to empower communities to better protect and be informed about the health of their local streams, and we must find ways to be intentional and equitable in distributing and sharing these data. We have much room to grow in connecting with more communities, particularly those who are underserved, overburdened with environmental degradation, and historically excluded from governing bodies. This could take the form of providing translation services so our data can reach more populations than those who read English or improving data visualization tools to better convey the messages the data is telling us. We also need to develop explicit and well-defined guidelines for how we use our data to support monitoring and directing resources in an equitable way throughout Vermont.

The LaRosa partners are a key link to the broader Vermont community, and there is opportunity to grow along with them to connect and communicate water quality information in an environmentally just and equitable manner. Our partners have built a lot of trust within their communities collaborating with farmers, local schools, municipalities, and members of the community, and they are well positioned to help connect our monitoring to the areas most in need of an equitable, environmental justice approach. At our annual partner training, I will hold a discussion to hear from the partners about their thoughts on integrating DEIJ principles and its implications for monitoring in their communities or efforts they have already implemented in their own organizations. This will begin an important conversation that will be expounded upon over time and lead to better integration of DEIJ principles in the future implementation of the LPP. I still have much to learn myself and am always thinking about how to better integrate DEIJ principles into my work as I believe it is essential ongoing process.

Describe specific challenges that your organization has faced while integrating DEIJ Principles.

The main challenges faced by our organization when integrating DEIJ principles has been a result of the bureaucracy that comes from being part of a large, governmental organization. Because of the large number of programs and staff where consistency needs to be maintained, as well as the requirements and hoops needed to jump through to implement new ideas, the DEC is slow to change and set in its ways.

While integrating DEIJ principles is a top priority for me and my colleagues, I find many of us are at capacity with our existing duties and don't know how to allocate more time to implement DEIJ initiatives effectively and thoughtfully without dropping other responsibilities. While DEIJ is essential and should have always been integrated in our existing duties, it does sometimes require the development of new tools, partnerships, or reinventing certain processes. Finding the time, money, and training to do this has been a challenge for our organization. Furthermore, connecting with marginalized populations should be done thoughtfully and with care and intention. Without guidance in developing mutually beneficial partnerships that are based in trust and good intention as well as money to compensate people for their time, it could be potentially seen as exploitative or self-interested and opportunistic to insist on participation in a program like the LaRosa Partnership Program. Partners are not compensated for the overhead costs to coordinate a LPP project, so new funding sources and/or guiding resources are needed to avoid causing additional harm to marginalized communities when developing new partnerships with them. Additionally, while there have been many conversations and new DEIJ initiatives implemented in the past few years at the DEC, I find that we are still developing clear strategies and tools to help guide DEC staff at the program and division levels in implementing DEIJ principles. Colleagues have expressed a sense of loss as to where to begin with integrating DEIJ principles in their specific work. There are so many areas that need to be improved, and it is hard to know where to prioritize efforts first. As a new employee, I find myself confused by all the many committees and task forces, and have recommended the ANR provide a list of DEIJ resources in one place, so it is clear and accessible to everyone right from day one of starting their position at the DEC.

How will the ECO member be included or supported in on-going or future DEIJ work at the organization, if they so choose?

The ECO AmeriCorps member would be highly encouraged to participate in all the workshops, trainings, and discussions facilitated by the ANR D&E committee or DEC stated in the prior two questions. They would be added to the Diversity and Equity Teams channel as well. Their ideas and perspectives would not only be welcomed, but highly valued. As the AmeriCorps member's supervisor, I would also support in implementing their ideas and integrating their perspectives when coordinating the LaRosa Partnership Program or do my best to amplify and support their contributions at a higher organizational level as needed. Based on my experiences, the ANR D&E community seems to be welcoming to the perspectives of all members of the ANR community and would also encourage and welcome any participation from the ECO member. I will do my best to gather resources and support ongoing and open discussion on how to better integrate DEIJ principles in our efforts together with LPP, and I will aid in the development of tools and strategies that help LPP be more equitable and inclusive to public. As we all have blind spots, more voices and perspectives are better than one, so I will welcome the discussion of ideas and strategies that come out of the larger ECO AmeriCorps community, who the member would represent and be encouraged to integrate in their service at our host site. From my experience with ECO, I think the members are full of inspiring, norm-breaking, change-bringing ideas that I want to support and uplift. I would be very interested in being involved with the ECO team regarding DEIJ, particularly with the ECO DEI committee, to participate in conversations about how to integrate DEIJ principles across ECOs and their host sites.

Does the supervisor have adequate time and leadership experience to manage an ECO member? Please explain how:

As a two-time alum of the ECO AmeriCorps program, I am well prepared with the leadership skills and understanding to manage an ECO AmeriCorps member. Because I was the former ECO member with MAP and the LaRosa Partnership Program, I am well acquainted with the opportunities and challenges associated with this position. This position requires a member who is reliable, self-motivated, detail-

oriented, and a strong communicator. While members rise to the occasion and develop and refine this highly desired skillset, it is easy to take on too much in this role, which can and has led to burnout. Because I have firsthand experience in this myself, I have insider knowledge on how to best support and share responsibilities with the member to avoid an imbalanced situation. I will be attentive to and considerate of indications that the member is taking on too much. I have many ideas to address the challenges of this position that I plan to discuss and develop further with the ECO AmeriCorps Program Coordinator including encouraging open and ongoing discussion of the member's task load.

Also, for the first time in the recent history of this position (my position had previously been vacant since November of 2021), I will be a fully dedicated, full time staff member that will be facilitating LPP alongside the ECO member. I am fully prepared with my 2.5 years of experience with LPP to be involved in the required duties as necessary to create a fulfilling and balanced experience for the ECO. Furthermore, because I established the current iteration of the LPP program model, I have laid most of the groundwork developing resources, schedules, forms, and tasks lists required to coordinate LPP. This includes writing a LPP Coordinator guide that details most aspects of the position, the materials, and "tips and tricks of the trade" needed to be successful. This was refined by the following ECO member as well. These resources, along with the relatively new standardized program model are designed to streamline the program and increase efficiency for both the participants and the coordinators to reduce the time intensity of running LPP. With each iteration of the new model, we improve the program, and we will be on our 4th iteration by the fall of 2023. Additionally, I have collaborated with a previous ECO member in this position who I cooperated with to divide responsibilities and provide guidance while also giving her the space to become a leader and accomplish tasks in her own ways. I would continue to do this with a future member.

Lastly, in addition to my experience with MAP and LPP, I have had experience in my other positions leading, training, and overseeing volunteers and colleagues. As an education coordinator with the Community Sailing Center, I guided and trained approximately 10 staff members and volunteers to implement my lessons. As a researcher at the University of Nevada-Reno, I trained and mentored an undergraduate in bug picking as part of my research project. I also have had many excellent examples of supervisors who I valued, learned from, and felt supported in reaching my potential, and I aim to emulate them as a supervisor myself. I also plan to consult with Jordyn Geller, a former ECO who became an ECO supervisor for advice specific to supervising as an ECO alum hired as a new professional.

Will the member have access to networking opportunities in this position? Please explain:

While serving at a state government program nested within many larger networks of people (e.g. BASS, MAP, WSMD, DEC, ANR) the ECO AmeriCorps member will have extensive opportunities to connect with, shadow, or collaborate with colleagues from various programs with a broad range of skills and backgrounds. I or other MAP colleagues can facilitate connections and opportunities with people from within and outside of MAP based on the specific interests and ideas of the member. Some possibilities include going out in the field to monitor spring phosphorus levels with the Lakes and Ponds Program, collaborating with the MAP Hydrologist to conduct flow measurements or assess chloride data in streams, inventorying wetlands, developing a GIS project in conjunction with Ryan Knox from ANR or Sean Regalado in MAP, analyzing bug or fish data with BASS team members, or increasing the reach of our program through social media posts. The ECO will be interconnected to the larger Vermont water quality community through the LPP as well. This involves regular collaboration with state employees from throughout the Watershed Management Division, the Watershed Investment Division (WID), and the Agency of Agriculture, along with the partners who represent 31 non-profit, municipal organizations, and associations around the state. There are also occasional educational outreach opportunities such as

presenting at the Fish and Wildlife's Wildlife Management for Educators Course at Buck Lake or facilitating lessons at local schools about stream health and benthic macroinvertebrates.

There is also ample opportunity for the ECO member to network during structured opportunities and in-person collaboration days. Each quarter, the WSMD holds division-wide meetings to check-in and gather to discuss big picture topics. MAP also holds in-person collaboration days and events designed to support cohesive teamwork in MAP and with our colleagues in WSMD/WID. For example, last year MAP visited Hardwood Pond, an acid-impaired lake with the basin planner for the area and Lakes and Ponds members to learn about the lake recovery from acid rain and promote team building. We also encourage anyone within DEC (and ECO) to join us to help pick bugs and learn about our biomonitoring efforts. The Northeast Aquatic Biologists Conference is also usually attended by several members of the Watershed Management Division. The ECO member would absolutely be included and encouraged to participate in all these events.

Does your organization currently host or plan to host an AmeriCorps member from another program? If yes, briefly describe the duties of this other position.

No

Please list any clothing/equipment the member will need that you cannot provide (e.g., hiking boots, waders, raingear, etc.). Is a reliable vehicle expected? As the host site, you are responsible for providing all tools and technical equipment needed for the position (e.g., computer, phone, GPS, etc.).

Hiking shoes, rain gear, water bottle, sun protection for field tasks. A reliable vehicle is expected for in-person service when located in the field, a DEC building, and the Randolph laboratory.

Is there someone in your organization's network that might be interested in mentoring your ECO service member? *Note, 1-2 hours per month, not required

No

Are you willing to search with program staff over the summer to help your ECO member secure affordable and safe housing?

Yes

Many of our members are not from Vermont and are seeking a sense of community away from home. In what ways would you be willing to help them establish community connections? (Housing, peer networks, affinity spaces, local resources, fun places to go)

As someone who has navigated the Burlington housing search many times both for myself and for friends, I am happy to monitor all the channels I know of to assist with finding housing. As an active member of the Burlington area community as well as some of the Montpelier area, I have many recommendations for community activism groups, affinity spaces, fun places to visit, and hobbies to try. I am also very savvy with finding discounts and have lots of recommendations for how to get by financially as a former AmeriCorps member. I can also recommend reliable services for car repair and maintenance or other essentials. I am also happy to offer carpooling to the service site if needed. I would also love to be part of/initiate a DEC-based AmeriCorps affinity group for all current or former AmeriCorps members at the DEC to pool resources and support. I am happy to help the member establish community connections as much as I can!

Provide approximate impact numbers (e.g. miles of rivers treated) in each focus area.

Water Quality and Trail Improvement - Please project Impact Numbers on miles of river/stream/trail treated and/or improved.

0

Land Conservation and Remediation - Please project impact numbers on acres of public parks or other public, publicly managed or tribal lands improved.

0

Community Engagement Outreach and Education - Please project number of individuals receiving environmental stewardship education or training.

approximately 30-40

Program:

ECO AmeriCorps

Sponsoring Organization Name:

Department of Environmental Conservation Monitoring and Assessment Program

Sponsoring Organization's Mission:

The Watershed Management Division is responsible for protecting, maintaining, enhancing and restoring the quality of Vermont's surface water resources.

Goals for the ECO AmeriCorps Position:

Co-coordinate the LaRosa Partnership Program (LPP) by assisting with services provided and improving coordination between the LPP partners and the state.

Assist the Biomonitoring and Aquatic Studies Section (BASS) Team to collect and process data used to evaluate current water quality conditions, detect water quality trends and impacts, and classify streams based on their health.

Pursue professional development and learning opportunities related to environmental sciences by taking trainings, classes, seminars, workshops, attending conferences, collaborating with experts in the field, or other learning opportunities.

Communicate in a professional and helpful manner, both verbally and in writing with partners, colleagues, and the public.

Essential Functions. Functions that applicant must be able to perform. These may be listed in bullet form:

- Assist aquatic biologists with other water quality monitoring fieldwork, which may involve canoeing, rafting, and hiking to remote sites.

What are the secondary functions? These are projects or tasks that may be accomplished as time allows or applicant's interests evolve.

N/A

Desired Qualifications:

- Excellent communication skills, verbal and written
- Excellent organization and time management skills
- Data management skills using Excel, understanding of databases
- Education and knowledge of ecological concepts of surface waters
- Ability to conduct fieldwork, carrying up to 30 lbs on rivers and streams
- GIS skills
- Macroinvertebrate identification
- Freshwater fish identification
- Driver's license

Minimum Qualifications:

- Be a US citizen, a national, or legal permanent resident alien of the U.S.;
- Be at least 18 years of age upon entering the Pre-Service Orientation (there is no upper age limit);
- Be a high school graduate or have a GED certificate or be willing to work towards their GED as part of their service-year successful completion requirement. A member cannot have dropped out of high school to join AmeriCorps. If a member has a documented medical reason/professional opinion why they cannot finish high school, they might be eligible; call in this case;
- Has not been convicted of murder or sexual assault and is willing to undergo a National Service Criminal History Check;
- Must submit to Agency of Human Services checks, i.e. Adult Abuse and Child Abuse Prevention;
- Be committed to the ECO AmeriCorps program, and its ethic of service and personal and professional development of its participants;
- Have the ability and enthusiasm to drive to, attend, and participate in required trainings and events, and be prepared to drive up to 2-3 hours each way

Service Conditions (will the position be largely outside, office based, hybrid or seasonally/project dependent, in schools, etc.) *

This position is a combination of computer, field, and laboratory assignments.

Will the member have access to "vulnerable populations"? This includes youth, elderly and individuals with disabilities.

No

Time Requirements:

Quarter time: will need to complete a minimum of 450 total service hours, serving approximately 40 hours/week over the course of 3 months from, May 1, 2024 - August 9, 2024

Orientation and Training:

ECO will provide members with orientation at the beginning of the service term. Host sites are expected to provide additional on-boarding training as well. Throughout the service term, ECO will provide in-person and virtual trainings to members on a variety of topics.

Benefits:

- Education award of \$1,824 (pre-tax) upon successful completion of service
- \$6,088 Living Allowance, paid bi-weekly
- Training
- Childcare assistance, if eligible
- Health Coverage
- Access to AmeriCorps Alumni Network
- Student loan forbearance and interest payments, if eligible

Evaluation and Reporting: Mid and final performance reviews, quarterly reports, weekly timesheets, and end of service survey