



**California Conservation Corps
Watershed Stewards Program
in partnership with AmeriCorps**



**CALIFORNIA
VOLUNTEERS**
Office of the Governor

Watershed Stewards Program Position Description for Corpsmember (2025-2026)

Who We Are

California Conservation Corps Watershed Stewards Program in partnership with AmeriCorps (WSP) is an AmeriCorps State and National (ASN) program of the California Conservation Corps. The Watershed Stewards Program (WSP) is dedicated to improving watershed health by actively engaging in restoration science, civic service, and community education while empowering the next generation of environmental stewards.

The purpose of WSP is to engage Corpsmembers throughout coastal California to enhance, monitor and survey endangered anadromous salmonid populations, implement watershed resiliency projects, recruit volunteers to assist with salmonid habitat restoration, conduct community outreach, educate students and the public about watershed problems and solutions in rural and urban areas, and professionally develop Corpsmember participants.

WSP is a comprehensive, community-based, watershed protection, restoration, and education program. WSP addresses the many issues plaguing watersheds in a multi-faceted approach and provides a platform for restoration agencies and organizations to share resources and ultimately inspire and train the next generation of environmental professionals. WSP's primary focus is restoration of California's watersheds while engaging Corpsmembers to gain skills through meaningful action providing education, outreach and volunteer engagement opportunities to their communities.

What We're Looking For

Minimum Required Qualifications

- Be between 18 and 32 years of age (as of 10/1/2025) Must be a U.S. citizen, U.S. national, or lawful permanent resident of the U.S.
- Must participate in a national service criminal history background check and satisfy NSCHC eligibility criteria pursuant to [45 CFR 2540.202](#)
- Must be a high school graduate, or GED recipient



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- Possess or be willing to obtain a California Driver's License with a clean driving record (No more than 2 points on CA driver's record)
- Demonstrated willingness, interest, or experience in conducting watershed restoration, conducting environmental surveys, or analyzing scientific data
- Interest in environmental education and volunteer management
- Willing and able to relocate to Placement Site community (relocation expenses are not provided)
- Ability to pass a pre-enrollment physical based on this [Position Analysis](#) (reasonable accommodation can be requested with appropriate documentation)

Additional Desired Skills and Experience

- Communication skills
- Flexibility
- Willingness to learn and grow within the program's framework
- Experience in conducting watershed restoration, conducting environmental surveys, or analyzing scientific data
- Motivated for hard work, personal development, and public service

What You'll Do

Position Title: Yr. 32 Corpsmember

All Corpsmember positions, (including Team Leaders) with WSP, are both California Conservation Corps AND AmeriCorps positions. The term of service with WSP is fulltime, 10.5 months, from **October 1st, 2025 – August 20th, 2026**. All Corpsmembers are required to serve an average of 40 hours per week (this may include eight (8) hour days five (5) days a week OR ten (10) hour days four (4) days a week) and may include Saturday and Sunday as needed to conduct required program activities and to reach the required minimum of 1,700 Hours. Corpsmembers are required to continue to serve until the end of the term, even if the 1,700-hour goal has been attained unless the Corpsmember has obtained written permission from the WSP Program Manager.

Essential Functions and Description of Service Activities:

Corpsmembers serve specifically under the guidance of a Placement Site organization to assess, monitor, and enhance California watersheds. Corpsmembers do not supervise employees or other Corpsmembers. The Corpsmember position does not



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include any prohibited or unallowable activities per [45 CFR § 2520.65](#) and must follow the requirements related to supplementation, duplication, or displacement of staff as outlined in [45 CFR§2540.100 \(e\) – \(f\)](#)

While each Placement Site's overall strategy, effort, and timing of service activities varies, all Corpsmembers will participate in the following types of service:

Watershed Recovery and Resiliency (72% of Corpsmembers' time)

Corpsmembers serve cooperatively with environmental agencies, landowners, land managers, and community-based organizations, surveying streams and watersheds using state and federal protocols. Corpsmembers assist in the coordination and implementation of projects including, but not limited to:

- Field Data Collection –
 - Fisheries and watershed: habitat typing, spawner/redd surveys, snorkel surveys, sediment, e-fishing, amphibian, trawling, seining, screw trap monitoring, water quality, and vegetation surveys.
- In-Channel Restoration – installing large woody debris or off-channel ponds, removing fish barriers. Other in-channel activities include riparian fence installation, litter removal, and culvert improvements.
- Invasive Removal – removing non-native plant or aquatic species.
- Riparian Restoration and Revegetation – seed collection, planting, propagating native plant species.
- Stormwater Management – install water catchment systems, sheet mulching, and bioswales.
- Project Maintenance – monitor for effectiveness, weed abatement, and watering existing plants.
- Data Management – DIDSON data review, data entry and analysis, literature review and research development, GIS mapping

Education and Outreach (13% of Corpsmembers' time)

Corpsmembers serve in local classrooms (either in-person or virtually) and instruct **22 2nd - 5th grade students** in watershed and salmonid science utilizing WSP's Wonders of Watershed (WOW!) curriculum. The WOW! curriculum consists of **five, 50-80-minute lessons**. Each WOW! series begins with a lesson on the concept of making watersheds relevant and ends with a lesson on the concept of environmental interdependence. The middle three lessons are customizable to the location, age, and



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needs of the class being taught. Concepts for the middle lessons include a selection from; identifying who uses water and how; the life of a salmon; human impacts and interactions with watersheds; water is finite; local problems and solutions for salmon populations; protecting water for everyone; pollution solutions and biodiversity for healthy environments. All Corpsmembers teach the curriculum to at least one classroom.

Corpsmembers also interact with the community throughout their service term by providing outreach presentations and educational opportunities to students and community members, including episodic classroom visits, environmental education fairs, field trips, and community service projects. Corpsmembers lead and participate in presentations to community members, environmental professionals, and students relating to conserving, restoring, and sustaining local watersheds.

All Corpsmembers participate in at least one National Service Days (NSD). NSDs such as MLK Jr. Day or AmeriCorps week, provide an opportunity for Corpsmembers to serve in their local community doing an activity outside of their usual service objectives. Examples include helping an elder by stacking firewood, serving food at the local food bank, or other activities pre-approved by WSP staff. These activities conform to AmeriCorps guidelines and are non-prohibited and allowable.

Volunteer Recruitment (10% of Corpsmembers' time)

Each Corpsmembers completes one Watershed Awareness Volunteer Event (WAVE) in which they work to recruit, train, and manage **25 volunteers** in a hands-on watershed restoration project. Developing and leading these events helps WSP Corpsmembers develop professionally and gains firsthand experience in the full life cycle of a (small scale) restoration project.

Corpsmember Training and Professional Development (5% of Corpsmembers' time)

All Corpsmembers participate in WSP Core trainings. Orientation (first week of service) includes CPR/Wilderness First Aid certifications, Swiftwater Training certification, Corpsmember rights and responsibilities, and guidance on all AmeriCorps and CCC policies and procedures.

WAVE And WOW! Training (2+ months into term of service) includes training on WOW! curriculum, classroom management, WAVE protocol and requirements, and



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community outreach practice and preparation. Training hours are not to exceed twenty percent (20%).

What You'll Gain

Participation as an Corpsmember with WSP has many benefits including:

- A monthly living stipend of **\$2,904**, (total cumulative living stipend for 10.5 months of up to **\$30,700**)
- Upon successful completion of program requirements and the fulltime 1700-hour service term, Corpsmembers can earn a **\$7,395** Segal Education Award from the AmeriCorps National Service Trust and a **\$2,605** California for All Education Award from the Office of the Governor, for a combined total of \$10,000 (pre-tax) Education Awards may be used to cover educational costs at post-secondary institutions and other educational expenses per allowable expenses for the Segal Education Award.
- Program-sponsored medical insurance. The monthly premiums will be fully paid by the Program. Corpsmembers will be responsible for any required deductibles and out-of-pocket copayments.
- Student loan forbearance on eligible loans
- Childcare subsidy if Corpsmember meets eligibility requirements
- An opportunity to engage in restoration activities, contribute to the local community, learn from natural resource professionals, and connect with other AmeriCorps members.
- Opportunity to develop leadership skills and to test future career opportunities.

Who Will Support You

Your WSP supervisor will be your Program Coordinator. WSP Program Coordinators are Jason Lopiccolo (WSP Region I) who can be reached at (707) 298-5195; Jason.Lopiccolo@ccc.ca.gov , or Jody Weseman (WSP Region II) who can be reached at (805) 835-8584; Jody.Weseman@ccc.ca.gov

Your WSP Program Manager is Zia Schatz who can be reached at (707) 672-6243; Zia.Schatz@ccc.ca.gov

Where You'll Serve



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Corpsmembers will be provided with their specific Service Site (Placement Site) upon offer of conditional enrollment and then provided their specific Placement Site Supervisor's (Mentor) name(s) and contact information prior to or upon enrollment.

Performance Reviews

Performance reviews are intended to be a mutual exchange of information that informs the program's service delivery and helps the Corpsmember successfully complete the term of service.

Corpsmember's performance of primary service responsibilities and meeting program expectations such as policies and rules of conduct as well as complying with directives for timely time and date tracking, timely response to deadlines, meeting program responsibilities, safety, etc. Reviews will also evaluate member's skill factors including knowledge of service, quality of service, initiative, teamwork/cooperation, problem solving, planning and organizing, timely written and verbal communication, understands and practices safety protocols, attendance/punctuality, follow through on assignments, initiative, public speaking, career development planning, conflict resolution, and knowledge about 'best-practices' for monitoring & Restoration.

At minimum, Corpsmembers will receive a performance review mid-term and at the end of their service term. The end-of-term evaluation will address, at a minimum, the following factors:

1. Whether the Corpsmember has completed the required number of hours;
2. Whether the Corpsmember has satisfactorily completed assignments; and;
3. Whether the Corpsmember has met other performance criteria that were clearly communicated at the beginning of the term of service.

WSP Program Handbook

WSP will provide all Corpsmembers with access to the Program Handbook as well as detailed California Conservation Corps policies that outline the Corpsmembers areas of responsibilities, including service expectations, service delivery, performance measurement/data collection, reporting, training, corrective action, timesheet submittal, etc. Time for review and Q&A on any content of the Program Handbook will be provided at WSP's Orientation and throughout the WSP term.