



POSITION ANALYSIS

Watershed Stewards Program Corpsmember

Program Name: California Conservation Corps Watershed Stewards Program in partnership with AmeriCorps (WSP)

Position Title: WSP Corpsmember

Normal Hours Engaged in Program Activities Per Day: 8 – 10

Normal Hours Engaged in Program Activities Per Week: 40+

Description of the California Conservation Corps Watershed Stewards Program in partnership with AmeriCorps:

The California Conservation Corps (CCC) is a department within the California Natural Resources Agency. 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. WSP is a community-based watershed restoration program serving watersheds throughout California. All WSP Corpsmembers are CCC Corpsmembers AND AmeriCorps members.

Description of Position and Areas of Activities

WSP Corpsmembers serve under the guidance of a Placement Site organization to assess, monitor, and enhance California watersheds. WSP Corpsmembers do not supervise other Corpsmembers or CCC or Placement Site employees. While each Placement Site's overall strategy, effort, and timing of service activities varies, all Corpsmembers will participate in some of the following types of service activities:

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

- Field surveys of spawning grounds, habitat, or wildlife
- Riparian restoration including native species planting and invasive species removal
- Data entry and analysis
- Trapping of juvenile or adult fish for counting and measurement
- Computer modeling of natural resource data
- Designing in-stream projects
- Helping to remove fish passage barriers (dams, culverts)



- Engaging their service community in watershed outreach and education
- Training, networking, and professional development opportunities

Education and Outreach (13% of Corpsmembers' time)

Corpsmembers serve in local classrooms to educate the next generation by instructing 2nd – 5th grade students in watershed and salmonid science utilizing the Wonders of Watershed (WOW!) curriculum. The WOW! curriculum consists of five distinct sixty to eighty-minute lessons pertaining to: life of a salmon, local problems and solutions for Salmonids, biodiversity for healthy environments, human impacts and interactions within watersheds, pollution solutions, protecting water for everyone, water as a finite resource.

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.

Volunteer Recruitment (10% of Corpsmembers' time)

Each Corpsmember creates and completes their own Watershed Awareness Volunteer Event (WAVE) in which they recruit, train, and manage community volunteers in a hands-on watershed restoration project.

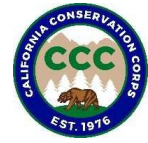
Corpsmember Training and Professional Development (5% of Corpsmembers' time)

Corpsmembers participate in all required WSP trainings including Wilderness First Aid/CPR, swift-water safety, civic engagement, career and professional development, teaching skills, watershed surveying and sampling methodologies, data analyses, fundamentals of watershed restoration, and program policies. Corpsmembers also participate in regular training at their Placement Site.

Essential Functions of the Position

Corpsmembers must have the ability to work cooperatively as a team member to perform program activities safely and effectively without causing harm to themselves and others. They must have the ability to work well in close quarters with persons of a different gender, different sexual orientations, different ethnicities, and/or backgrounds.

WSP Corpsmembers may be on their feet continuously during service hours. Extensive walking and hiking on uneven terrain is required. WSP Corpsmembers do very physical service activities that use both their lower and upper extremities. All Corpsmembers must be physically and mentally capable



of working outdoors under adverse environmental and weather conditions for extended periods of time.

WSP Corpsmembers plant trees, conduct stream surveys, conduct road analyses, perform landscaping activities, and carry heavy field equipment. Outdoor hazards such as poison oak and insects are ever-present in California and exposure to them should be expected. WSP Corpsmembers may be required to respond to state or federal declared emergencies, such as floods, wildland fires, earthquakes, and oil spills which can extend their active work-shift to up to 16 hours for multiple days in a row.

WSP Corpsmembers may be involved in very physical activities such as running, walking, swimming, diving, difficult climbing, jumping, twisting, bending, and lifting over 50 pounds that require endurance, superior conditioning, and mental alertness. The physical requirements of a WSP Corpsmember vary from day-to-day and site-to-site, depending upon the project, location, and terrain. A WSP Corpsmember may be placed in a rural or isolated site. For the health and safety of those around them, WSP Corpsmembers must be able to exercise good judgment and decision-making ability, including being able to understand and follow instructions, with or without a reasonable accommodation, on their initial day of enrollment with the WSP.

Sections 1 – 3 outline the physical demands placed on WSP Corpsmembers and are therefore deemed essential functions of the position.

Section 4 outlines the environmental exposures WSP Corpsmembers will encounter. For the health and safety of the Corpsmembers, they should not be overly sensitive to the possible exposures outlined in section 4.

1. Frequency of activity required of the WSP Corpsmember position:

Activity	Frequency	Description of Potential Activities
Sitting	Frequently (8 to 10+ hours)	Riding in vehicle to project site, attending training and/or educational classes, entering data, writing reports, preparing documents, etc.
Walking	Frequently (6 to 8+ hours)	Walking or hiking miles to and from project sites on uneven ground and/or steep terrain.

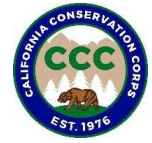


Activity	Frequency	Description of Potential Activities
Standing	Constantly (6 to 8+ hours)	General program service, serving food, training, directing vehicle traffic, staffing a demonstration booth, etc.
Bending (neck)	Constantly (6 to 8+ hours)	Cutting vegetation, picking up debris or other materials, etc.
Bending (waist)	Constantly (6 to 8+ hours)	Cutting vegetation, trail construction, picking up debris, loading materials, etc
Squatting	Occasionally (up to 3 hours)	Planting trees, filling sandbags, equipment assembly, etc.
Climbing	Occasionally (up to 3 hours)	Climbing in elevation, hiking through streams, etc.
Kneeling	Occasionally (up to 3 hours)	Planting trees and vegetation, maintaining trap
Crawling	Occasionally (up to 3 hours)	Cleaning debris from confined areas, snorkel surveys
Twisting (neck)	Constantly (6 to 8+ hours)	Emergency assignments, ensuring personal and other workers' safety, traffic control, etc.
Twisting	Occasionally (up to 3 hours)	Cutting vegetation, moving sandbags, hauling debris, working with hand tools, loading and unloading material, etc.

2. Hand Use:

Activity	Frequency	Description of Potential Activities
Repetitive hand use is required	Constantly (6 to 8+ hours)	All project assignments and most training or educational assignments. Entering data, writing reports, driving, etc.
Simple Grasping (right hand)	Constantly (6 to 8+ hours)	All project and training assignments which require the use of hand tools, writing in journal, using a computer mouse, etc.

State of California
 CALIFORNIA CONSERVATION CORPS
 POSITION ANALYSIS
 CCC 248 – WSP CM (Revised August 2025)



Activity	Frequency	Description of Potential Activities
Simple Grasping (left hand)	Constantly (6 to 8+ hours)	All project and training assignments which require the use of hand tools, writing in journal, using a computer mouse, etc.
Power Grasping (right hand)	Constantly (6 to 8+ hours)	Tree climbing, trimming shrubbery, stream clearance, rock work, power equipment operations/use, etc.
Power Grasping (left hand)	Constantly (6 to 8+ hours)	Trimming shrubbery, stream clearance, power equipment operations and use, etc.
Fine Manipulation (right hand)	Occasionally (up to 3 hours)	Writing (if dominant hand), use of some power tools, projects involving wiring and installation of fixtures, cutting and slicing in kitchen work, etc.
Fine Manipulation (left hand)	Occasionally (up to 3 hours)	Writing (if dominant hand), use of some power tools, projects involving wiring and installation of fixtures, cutting and slicing in kitchen work, etc.
Pushing & Pulling (right hand)	Frequently (3 to 6 hours)	Pushing wheelbarrow, pushing boxes or other supplies, pushing/pulling of debris or vegetation, cutting fire line, etc.
Pushing & Pulling (left hand)	Frequently (3 to 6 hours)	Pushing wheelbarrow, pushing boxes or other supplies, pushing/pulling of debris or vegetation, cutting fire line, etc.
Reaching (above shoulder level)	Frequently (3 to 6 hours)	Moving supplies, climbing, trimming shrubbery, reaching with hand or power tools, etc.
Reaching (below shoulder level)	Frequently (3 to 6 hours)	Moving supplies, climbing, trimming shrubbery, reaching with hand or power tools, etc.



3. Daily lifting and carrying requirements:

Activity	Frequency
Lifting 0 to 10 lbs. from floor to chest or above shoulder and return	Frequently (6 to 8 hours)
Lifting 11 to 25 lbs. from floor to chest or above shoulder and return	Frequently (3 to 6 hours)
Lifting 26 to 50 lbs. from floor to chest or above shoulder and return	Frequently (3 to 6 hours)
Lifting 51-75 lbs. from floor to chest or above shoulder and return	Occasionally (up to 3 hours)
Lifting 76-100 lbs. from floor to chest or above shoulder and return	Occasionally (up to 3 hours)
Carrying 0 to 10 lbs. objects such as landscape or construction materials, tools and equipment	1 – 5 miles
Carrying 11 to 25 lbs. objects such as landscape or construction materials, tools and equipment	Frequently (3 to 6 hours)
Carrying 26 to 50 lbs. objects such as landscape or construction materials, tools and equipment	Frequently (3 to 6 hours)
Carrying 51 to 75 lbs. objects such as landscape or construction materials, tools and equipment	Occasionally (up to 3 hours)
Carrying 76 to 100 lbs. objects such as landscape or construction materials, tools and equipment	Occasionally (up to 3 hours)

Unique lifting and carrying requirements: May be required to haul machinery, equipment, or debris to and from project sites. May be required to lift and carry 51 to 100+ pounds with assistance of others or mechanical aid. May be required to hike to and from project sites with an individual backpack weighing 15 to 50 lbs. for 1 to 10 miles at a time.

4. Environmental Exposures and additional position activities or program site factors:



- A. Driving cars, trucks, forklifts, and other equipment?
Yes, may drive or operate vehicles or equipment.
- B. Working with or around equipment and machinery?
Yes, may work with or around various types of power tools and/or equipment, including commercial kitchen equipment, etc.
- C. Walking on uneven ground?
Yes, outdoor work on all types of terrain and in high elevations. May have to walk on fallen trees or log jams to cross streams.
- D. Exposure to excessive noise?
Yes, when using power tools, chain saws, etc. and/or serving in high traffic areas, construction sites, etc.
- E. Exposure to extremes in temperature, humidity, or wetness?
Yes, outdoor work in all California weather conditions. May be subject to extreme weather conditions (i.e., snow or temperatures over 100° F) for extended periods of time. May be required to complete projects while being in water for extended periods of time.
- F. Exposure to dust, gas, fumes, smoke or chemicals?
Yes, Sandbagging, working with power equipment, trail work, construction projects, environmental dust, application of pesticides, etc.
- G. Working at heights?
Yes, working on bridges, over rivers or ravines, working on ladders or lifts, etc.
- H. Operation of foot controls or repetitive foot movement?
Yes, walking and hiking to project sites, may also be required if operating backhoe, forklift or other equipment, etc.
- I. Use of special visual or auditory protective equipment?
Yes, required to wear eye protection to protect from flying debris; also required to wear ear protection to protect from power tool or power equipment noise and exposure during diving activities
- J. Exposure to biohazards such as bloodborne pathogens, sewage, hospital waste, etc.?
Yes, may be exposed to human and animal waste or hypodermic needles when working on roadsides, community clean-ups, near homeless camps, etc.



- K. Exposure to outdoor hazards?
Yes, may be exposed to poisonous plants such as poison oak, etc.; insects such as bees, spiders, ants, etc.; and other wildlife such as snakes, mountain lions, deer, bear, etc.
- L. Use of special protective equipment?
Yes, wear wetsuit to protect from extreme water temperatures.
- M. Working around swiftwater river and stream conditions?
Yes, wear wetsuit or drysuit to protect from extreme water temperatures when completely immersed in water. Wear waders and stream boots to stay dry and maintain footing in streams and creeks. Be certified in swift water rescue techniques.
- N. Working with batteries. Installing, moving and exchanging large batteries?
Yes, batteries for PIT tag arrays and water quality stations may include large batteries similar to a vehicle battery.