



Job Description

Full Time River Clean-Up Team Leaders East TN

FLSA Status: 10-99 Contract Employee/Full Time

Compensation: \$29.50 per hour

Reports to: Watauga Riverkeeper

Direct Reports: River Clean-Up Crew Members

Typical Schedule: Full time – 32 to 40 hours per week. Flexible schedule to meet the needs of the clean-up projects. Workdays may be cancelled due to adverse weather or water conditions.

Reporting to the River Clean-up Coordinator, River Clean-Up Team Leaders work alongside River Clean-Up Crew Members, Riverkeepers, the with the goal being to restore the East TN rivers to an accessible, safe, and scenic condition for paddlers, commercial outfitters, members of the public, and landowners.

River Clean-Up Team Leaders focus on ensuring that all Crew Members are working safely and efficiently and have the proper equipment to perform their assigned tasks. Furthermore, Clean-Up Team Leaders anticipate future needs or changes, adjusting plans to meet those needs.

Specifically, Clean-Up Team Leaders are responsible for:

- Leading teams to remove trash, debris and stabilize riverbanks
- Scouting and ensuring proper disposal of garbage and debris to be removed
- Securing access logistics
- Planning workdays and directing on-site work ensuring productivity and adherence to pre-determined timelines
- Tracking and reporting to MountainTrue leadership findings, general operations, logistics, progress and accomplishments
- Maintaining equipment inventory
- Engaging the public through volunteer events and direct communication
- Working with the community, identifying needs and clean-up locations

- Tracking River Clean-Up Crew Members' time records and addressing issues as needed
- Addressing performance-related issues amongst team members as needed with support from MountainTrue Leadership as well as Human Resources
- Be committed to and responsible for maintaining safety standards
- Adhering to regulatory requirements
- All other tasks as assigned by the Watauga Riverkeeper

Work will be conducted in a variety of locations (such as along the river itself and on private riverside lands when permitted to do so) and conditions (including extreme cold and heat as well as clear or inclement weather).

The work is extremely demanding and is completed in environments that are potentially hazardous (such as in or on water). While much of the work will be done on foot, River Clean-Up Leaders and Crew Members will also work in boats (rafts, jon boats, canoes, etc.). River Clean-Up team leaders and Crew Members must be prepared for strenuous tasks including the frequent lifting and moving of objects up to (and sometimes exceeding) 50 pounds, bending, stooping, standing, or sitting for long periods of time.

Collected garbage will be bagged and/or collected and disposed of properly with equipment (trucks, dump trailers, etc.), along with rented dumpsters and other items.

Mountain True will provide the necessary tools and equipment to pick up and remove trash and debris.

Minimum Qualifications:

- 18 Years of age or older
- Prior experience with litter clean-ups, especially in, on, and around rivers, boating experience, chainsaw and power tool use, and driving trailers are helpful skills, but not required.
- Access to reliable transportation and a valid driver's license
- Access to sturdy work clothes
- Prior experience in a leadership role (any industry) – Ideally three or more years of experience
- Ability to manage multiple competing priorities
- Ability to see, understand and communicate the “big picture” to Clean-Up Crew Members

- Ability to inspire confidence among the entire MountainTrue team

This job description is only a summary of typical functions and essential duties being performed by individuals assigned to this position. The actual duties, roles and responsibilities may differ slightly from this job description and are not intended to be an exhaustive list. In signing this form, I understand the position's requirements and I acknowledge that I can satisfactorily perform these essential job functions as outlined above.

Employee Name (printed):

Employee Signature:

Date:

Manager Name (printed):

Manager Signature:

Date:
