



Community Sustainability Organizer — 4H and Community Position Description

The Sitka Conservation Society works to conserve the natural environment of the Tongass National Forest while supporting the development of socially, economically, and environmentally sustainable communities in Southeast Alaska.

Pay Range: Category III

Compensation: \$19/hour up to 20 hours/week (this is matched with 14 hours/week through UAF Cooperative Extension)

Benefits: Vacation, Sick leave, (pro-rated for half time position as per SCS personnel policies), holidays

Reports to: Executive Director

Job Summary:

The Community Sustainability Organizer — 4H and Community is the SCS staff person responsible for the Alaska Way of Life 4-H program and other activities that serve to build a stronger and more sustainable community that exemplifies and demonstrates conservation values and ideals. This position is one half of a partnership with the University of Alaska Fairbanks Cooperative Extension Partnership and is responsible for fulfilling the duties outlined in the MOU agreement with UAF. The position will implement a strong and vibrant 4-H program and exemplify 4-H ideals, while providing opportunities for youth to learn and serve the community, recruiting youth and leaders, and building the program to a point where it is sustained by the community. The position will focus its efforts in Sitka while looking to catalyze further opportunities around Southeast Alaska.

Specific Duties and Responsibilities:

1. **4-H (75%)** – Implements 4-H program in coordination with the UAF-Cooperative Extension while also being innovative, finding new opportunities and partners, and integrating conservation and sustainability ideals. The position is tasked with catalyzing and shepherding 4-H clubs, building leaders, creating and implementing programming, and recruiting volunteers who also help build the program. Specific program focus areas should include:
 - a. **Living with the Land:** These programs cultivate the skill-set needed for living in the wilds of Alaska and subsisting off the bounty of the lands and waters around Sitka. Programs in this area could include building skills for back-country travel, safety, fishing, hunting, food processing, wilderness first aid, harvesting and gathering, birding, tree identification, building fires, etc.
 - b. **Building Community:** These programs serve to build a civic ethic amongst youth and cultivate leadership and involvement in community activities, local government, service to others, volunteerism, and other skill-sets that are needed to be productive members of a community and advocates for sustainability and the environment. Programs in this area could include volunteer service projects, public speaking, field trips and tours to critical community infrastructure, visits and attendance at lectures, events, or offices of community leaders, visits with elders, sharing of food, teaching skill sets to others, etc.
 - c. **Other General Responsibilities Related to 4H:**
 - i. Builds partnerships with other organizations and entities
 - ii. Recruits new involvement
 - iii. Specifically recruits involvement by youth or entities that generally are not able to get involved or who may be at particular risk
 - iv. Uses program accomplishments and activities to further promote conservation and sustainability ideals while promoting 4-H and increasing involvement, scope, and opportunities (i.e. follows SCS communications strategy)
 - v. Administers 4-H paperwork and funds and seeks opportunities to bring further resources to 4-H program

2. Other Duties (25%)

- a. Helps to mentor and lead other SCS employees (most specifically the JV position)
- b. Assists with other activities as needed (especially those areas where there is a need and staff has specific experience, e.g. Fish to Schools)
- c. Living with the land: staff member must build skill sets needed for backcountry travel and safety, food processing, and natural history, etc
- d. Building Community: staff member visits and attends lectures, events, or offices of community leaders, visits with elders, sharing of food, teaching skill sets to others, etc.
- e. Other duties as assigned