Kupu 'Āina Corps

Individual Placement - Position Description

Program Duration – Early October - Mid December, 2020

The Kupu 'Āina Corps is a new initiative designed in response to the COVID-19 pandemic. This program provides both full and part-time temporary employment opportunities for individuals interested in exploring environmental and sustainability related work. Positions are available at conservation and agriculture-based host sites throughout the islands of Hawai‘i. Kupu’s extensive network of partner organizations and agencies are able to offer unique and exciting positions in various fields, including ornithology, botany, natural and aquatic resource management, marine biology, Hawaiian cultural studies, agricultural science and more!

The key objective of the program is to provide paid, career building employment opportunities for those who are furloughed, unemployed, or underemployed due to COVID-19. In addition to the financial compensation of $15.00 an hour, **Individual Placements** participating in this program will gain experiences in ‘āina based industries, opportunities to receive field relevant certifications and healthcare.

**POSITION DESCRIPTION**

The Individual Placement (IP) role is an intensive entry-level opportunity for individuals interested in exploring environmental and agricultural careers through hands-on experience, both part- or full-time employment opportunities are available. IPs are not required to have previous experience within the Agriculture or Conservation fields. IPs are selected to work at a single host site that best matches their interests. The Kupu ‘Āina Corps will provide skills training and certifications necessary to assist successfully perform the tasks required for the role. IPs must have a desire to learn and a passion for ensuring that Hawai‘i’s unique natural environment is maintained for future generations.

Conservation initiatives and duties vary depending on the host site the IP is placed within, focuses may range from native habitat restoration, fieldwork, outreach and education, lab work, to supporting and strengthening internal capacities. IPs can expect to serve side-by-side with leading professionals in the field to gain a more in-depth understanding of their partner organization.

Day to day responsibilities may include, data collection and analysis, GIS, collateral creation, propagating and out planting native species, removing invasive species, monitoring native and exotic wildlife, herbicide/pesticide application, trail maintenance and many other tasks related to conservation and agriculture-based practices.
The key difference between the IP and the Crew Member position is that IPs have a high level of autonomy and operate independently in both indoor and field settings. Crew members are part of a group and operate predominantly in the field. The IP roles will directly report to the Site Supervisor. Depending on the host sites requirement the position may require some work within the outdoors. IPs must be comfortable serving in rugged environments, and have the ability to perform physically demanding duties (see physical and behavioral requirements below*).

While work scheduling varies depending on the host site, IPs are expected to serve an average of 40 hours a week if full-time, typically Monday through Friday, in some cases requiring weekends and evenings. IPs are held to a high degree of personal and professional responsibility, and are expected to follow through on all program requirements.

**KEY DATES**

Mandatory orientation on early October, 2020 (virtual attendance available)

**Employment will commence in Early October - Mid December, 2020**

**BENEFITS**

- $15.00 per hour (Paid Bi-weekly)
- Medical Insurance (Full-time employees only)
- Opportunity to work in unique and beautiful locations (Approved program travel expenses paid will be reimbursed)
  - Valuable hands-on learning opportunities and awareness of environmental issues
- Opportunities to receive certifications in developing fields including Drone Training, GIS, Fire Suppression, Chainsaw Certification and many others
  - Opportunity to meet supervisors and potential future employers
- And most of all, an opportunity to protect Hawaii’s natural resources and make a positive impact in your community

**APPLICANT REQUIREMENTS**

- Employment is contingent on satisfying employment eligibility verification requirements of the Immigration Reform and Control Act of 1986; reference checks of previous employers; and for certain positions, criminal history record checks (upon receiving a conditional job offer).
- Housing/Transportation - Applicants must have their own personal housing and transportation arrangements on-island for non-program time (nights and weekends).
- Physical & Behavioral Requirements - Due to the nature of this program, the physical and behavioral demands described here are representative of those that must be met by a participant to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
  a. Able to work extended hours on steep, rugged terrain, and/or under extreme hot and cold weather conditions
  b. Able to hike long distances carrying a 20lbs backpack
  c. Able to lift 30+ lbs, and operate basic hand tools (machetes, shovels, picks, etc.)
  d. Able to work and camp in remote locations with minimal facilities
  e. Able to work closely, interact according to Kupu’s core values and expectations, and camp with a small team for consecutive days and weeks

**HOW TO APPLY**
Complete the Online Application on our website at https://www.kupuhawaii.org/ainainnovation/
Please read ALL instructions and answer questions to the best of your ability. Please provide your resume and contact information for two references.

GUIDELINES FOR REFERENCES
Professional sources such as coaches, bosses, teachers, groups you’ve volunteered with, church supervisors, or anyone who has known you for at least three months. References should not be immediate family members or close friends.

APPLICATION DEADLINE
Applications will remain open until all positions are filled, however we are making our initial selections throughout the month of August and encourage anyone interested to apply as soon as possible as spaces are limited.

COVID-19
We can save lives and stop COVID-19 if each of us does our part. Due to the unprecedented nature of this pandemic Kupu will remain up to date state and local government recommendations and policies relating to COVID-19. As part of the collective effort to combat this disease, participants will be required to adhere to Kupu’s policies and host sites’ social distancing protocols, and Vehicle Policies.

QUESTIONS?
Visit our Frequently Asked Questions (FAQ) on our website. STILL NEED HELP? Email us at opportunities@kupuhawaii.org