The Kupu ‘Āina Corps is an initiative designed in response to the COVID-19 pandemic. This program provides employment opportunities for individuals interested in exploring environmental and sustainability related work. Positions are available at conservation, agriculture-based, and renewable energy 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 program’s key objective is to provide paid, career-building employment opportunities for those who have had a negative economic impact due to the COVID-19 health pandemic. Kupu intends to help increase the capacity within Hawai‘i’s green job sector. In addition to the financial compensation starting at $14.00 an hour, Individual Placement positions will gain experience in `aina based industries and 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. The Kupu ‘Āina Corps program will provide skills, training, and certifications necessary to perform the tasks needed for the role successfully. 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 are dependent on the partner host site. Focuses may include but are not limited to native habitat restoration, fieldwork, outreach and education, lab work, and supporting and strengthening internal capacities. IPs can expect to serve alongside leading professionals in the field to gain a more in-depth understanding of their partner organization.
Day-to-day responsibilities may include but not limited to 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. IPs have a high level of autonomy and function independently in indoor and field settings. The IP roles will directly report to the Site Supervisor. IPs must be comfortable serving in rugged environments, and can perform physically demanding duties (see physical and behavioral requirements below*).

While work schedules vary depending on the host site, full time IPs are expected to serve an average of 40 hours a week, Monday through Friday, and in some cases 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.

*Kupu is committed to making reasonable accommodations upon request for those with disabilities. For details please contact Kupu at 808-735-1221 x2002.

PROGRAM DURATION
(1 year)
Start between: Feb 7 - Feb 22, 2022
End between: Feb 7 - Feb 22, 2023

APPLICATION DEADLINE AND TIMELINE
Applications will remain open until all positions are filled, however priority will be given to those that get them in early. Our Round 1 Deadline for applications is December 10th, 2021 and our Final Deadline will be January 7th, 2022.

We will be making our selections alongside our host sites from November to January. Some applicants will be contacted after the initial vetting process for interviews during the previously mentioned months. We highly encourage anyone interested to apply as soon as possible as spaces are limited.

A mandatory orientation will be dependent on the participants' start date. Training will begin before your first day on the site (training will be via a virtual platform, further information will be provided upon selection).

BENEFITS

- $14.00 per hour (Paid Bi-weekly)
- Opportunity to participate in the program at a Full-time or Half-time basis
- Medical Insurance (For employees who serve minimum 20 hours per week)
- Opportunity to work in unique and beautiful locations
- Valuable hands-on learning opportunities and awareness of environmental issues
- Opportunities to receive certifications on the job
- Opportunity to meet supervisors and potential future employers
- And most of all, a chance to protect Hawaii’s natural resources and make a positive impact in your community

**APPLICANT REQUIREMENTS**

- Housing/Transportation - Applicants must have their own housing and transportation arrangements on-island.
- The minimum age required is 17 and there are no age limits.
- Applicants must be a US Citizen, US National, US Permanent Resident, or otherwise legally allowed to work in the United States.
- Participants must confirm that they have been negatively impacted by the COVID-19 pandemic by signing the affidavit within the application.
- 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.
  - Able to work extended hours on steep, rugged terrain, and/or under extreme hot and cold weather conditions
  - Able to hike long distances carrying a 20lbs backpack
  - Able to lift 30+ lbs, and operate basic hand tools (machetes, shovels, picks, etc.)
  - Able to work and camp in remote locations with minimal facilities
  - 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 available on our [website](#). Please read ALL instructions and answer questions to the best of your ability.

**COVID-19**

Due to the unprecedented nature of this pandemic, Kupu will remain up to date on 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 all of Kupu’s policies, along with their host site’s COVID-19 protocols and vaccination policies.
QUESTIONS?
Visit our Frequently Asked Questions (FAQ) on our website. STILL NEED HELP? Email us at opportunities@kupuhawaii.org