



U.S. Fish & Wildlife Service



Marin Islands National Wildlife Refuge



Volunteer Position: Volunteer Crew Leader

About Marin Islands National Wildlife Refuge: The Marin Islands National Wildlife Refuge is located in San Francisco Bay less than a mile away from mainland San Raphael, CA, and is closed to the general public. It is comprised of two islands and submerged tidelands, and is frequented by waterfowl, shorebirds and songbirds. The West Marin Island historically hosted one of the largest heron and egret rookeries in Northern California. The 10.28 acre East Marin Island incorporates seven distinct habitat types and over 100 species of native plants.

Volunteer Position Overview: The Volunteer Crew Leader will schedule and coordinate volunteer workdays at least once per month, and will train and supervise a crew of up to 6 volunteers per workday to conduct basic management activities on the East Marin Island. At the start of their tenure, this volunteer will work closely with the Refuge Biologist who will train the volunteer into conducting the basic workday activities on East Marin Island. The Refuge Biologist will provide all information/training that the volunteer needs to coordinate, supervise and conduct successful volunteer workdays, and will give the volunteer extensive environmental education/interpretation. The Biologist will teach the volunteer about the USFWS, the Refuge System and the cultural and natural history of the Marin Islands, so that the volunteer may transfer this information to other volunteers.

Responsibilities - this volunteer will:

- Schedule at least one, approximately 5 hour workday per month, and recruit volunteers to attend these workdays (Refuge staff have a list of volunteers to contact)
- Coordinate boat transportation to and from the East Island for workdays (Refuge staff have a list of boat drivers to contact)
- Lead work party crews of up-to 6 people to conduct habitat management activities such as invasive plant removal, and debris and trash removal in areas designated by Refuge staff
- Give safety trainings to volunteer crew members and ensure that all volunteers are working safely, following instructions/rules and staying hydrated
- Work closely with the Refuge Biologist, follow Refuge instructions/rules and report progress and issues to Refuge Biologist
- Provide helpful information and interpretation to volunteers to increase their understanding of the Refuge mission and how their work affects the plants and wildlife in the area

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Responsibilities (cont.):

- Provide their own transportation to and from Loch Lomond Marina
- Train with Refuge Wildlife Biologist

Qualifications and Time Commitment: *This volunteer must be willing to commit at least 8 hours of their time once a month for a year (the annual season is May through February) - approximately 3 hours will be spent in coordination, and at least 5 hours will be spent conducting workdays.* Must be able to conduct workdays during the workweek. Must be physically able to traverse moderately steep slopes, uneven terrain, and to extract and transport weeds and debris to specific locations. Experience with plant identification is helpful. Experience using manual or mechanical weed control is preferred. Supervisory experience preferable; ability to engage volunteers and create/maintain work schedule. This volunteer must read the Job Hazard Analysis for Marin Islands National Wildlife Refuge.

Work Environment Including Job Hazards: The East Marin Island is unpopulated and does not have any structures or services (cell service works). Poison oak is abundant across the islands, scorpions are present though scarce, and island sides consist of cliff faces and/or friable terrain. Refuge activities require light to medium physical endurance -- stooping, bending, kneeling, pulling, carrying light loads, walking and boarding/offboarding the boat. Within the past 5 years approximately 90% of the Monterey Pine trees on East Island have died, and trees are in various states of falling. Broken and fallen tree branches pose special hazards. Protective Tyvek suits and rubber gloves are available to prevent contact with poison oak.

Reasons to Volunteer: Actively contribute to the mission of the USFWS: to work with others to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people. Make a significant difference to the health and conservation of Marin Islands Refuge habitats through critical environmental management. Access a San Francisco Bay Island gem that is generally closed to the public, and experience firsthand this outdoors natural history museum. Receive environmental education/ interpretation and learn about the history of this special location in the Bay. There will be opportunities to meet and network with other volunteers and Refuge staff.

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For more information about Marin Islands or the San Francisco Bay National Wildlife Refuge Complex visit:

www.fws.gov/refuge/marin-islands