



Backcountry Horsemen of California + US Forest Service with Eastern Sierra Conservation Corps present the USFS Pack Stock Center of Excellence Apprenticeship Intern Program.

Summary:

The intern will be a corps member under the Eastern Sierra Conservation Corps, a youth and young adult leadership and development program and will work directly with Forest Service Packers and Backcountry Horseman. This intern will be specifically trained in pack stock use, along with many other skills.

BCHC aspires to support one Packer Intern each year. The intern will be located at the Center of Excellence (COE) in Mammoth Lakes California, as they are equipped to best teach the intern all of the goals that we in turn wish this program to achieve. In addition, the Center of Excellence (COE) provides consistent, professional staff that work directly with us (BCHC) to accomplish our similar goals.

The mission of this program is to recruit and train an Intern that may become the new generation of highly skilled packer, trail workers, wilderness managers and volunteers that have a strong desire to protect our public lands, while preserving traditional wilderness skills and maintaining accessibility.

This is an all-inclusive training program in the use of pack stock as a traditional tool, humane stock handling and packing procedures. Mule and horsemanship as well as safety, are the cornerstones that this training is based on. Also included in the program is;

Leave No Trace (LNT)practices for stock users, wilderness management, trail maintenance and all the details that go into a safe, productive and efficient, packing operation. Safety is integrated into all Pack Stock COE activities facilitating a culture of safety for both people and animals.

The Packer Intern will develop the skills and knowledge to help perpetuate the common sense use of horses in America's backcountry and wilderness and will develop the skills and knowledge necessary to ensure that public lands remain open to recreational stock use; whether as an employee of the agencies, or as a private citizen.



Job Description:

Spend 12 weeks (exact dates TBD) working directly with Inyo National Forest packers Michael Morse and Lee Roeser.

Work is primarily based in Mammoth Lakes, CA and remote wilderness locations within the Inyo National Forest. Government housing may be provided. The Packer Intern will be expected to perform physically demanding manual labor in a variety of intense conditions as available and live as an active part of a tight-knit and diverse community.

Duties - Doing, Assisting and Observing on the job

- Feeding and watering of stock
- Cleaning yards, corrals, trailers and equipment
- Building and facilities maintenance
- Building and maintaining corrals and fences
- Irrigating pastures
- Trail maintenance
- Assisting wilderness managers and wilderness rangers
- Shopping for trail crews
- Making up pack loads
- Loading and unloading trucks
- Hauling hay
- Saddling riding and pack stock
- Packing and unpacking mules
- Leading stock / pack strings
- Camping in the wilderness
- Campsite restoration
- Doctoring animals
- Making and maintaining equipment
- Assisting regional packers, if the opportunity occurs with fire packing operations (limited to certain duties not requiring a USFS Red Card)
- Other duties as required



Qualifications for applicants

- Must be between the ages of 18-30 year old.
- Must be a US citizen, national or lawful permanent resident alien of the United States.
- No felony convictions.
- Have a valid California driver's license and clean driving record.
- Ability to ride a variety of saddle animals.

Requirements

- Be physically fit
- Willing to take directions and follow instructions
- Able to work well with other people
- Positive work experience history
- Desire to learn and achieve a high level of competence
- Able to work independently and complete assigned tasks
- Agrees to work as an ambassador for Backcountry Horseman as requested

Qualities, Abilities and experiences that will benefit applicant

- Able to work with hands
- Experience working with tools
- Experience with trail tools and working on trails
- Ability to be resourceful
- Experience with shoeing and doctoring animals
- Hiking and camping experience
- History of volunteering
- Worked as a trail guide or camp counselor
- Experience with ranch work
- Experience with pulling trailers
- Experience working with pack stock
- A desire to work for a Public Agency i.e. Forest Service, BLM, National Parks, Fish & Wildlife

Responsibility:

The Packer Intern will be responsible to report to the Lead Animal Packer or Wilderness Manager, or other supervisor deemed to be in charge for direction and assignments prior to performing tasks on National Forest Land as well as Eastern Sierra Conservation Corps staff. The Packer Intern does not make independent judgments and decisions, and works under direct supervision. The applicant must



be able to function safely in the wilderness for up to 10 days at a time. The purpose of the assigned work is to safely assist with the support of personnel and projects in national forest wilderness areas. This work contributes to the achievement of program objectives by facilitating resource work, while complying with wilderness area restrictions. The Packer Intern is highly visible in the backcountry and needs to be an ambassador for all involved parties – BCHC, the USFS, and Eastern Sierra Conservation Corps. They may represent the forest stock program at special events, trainings and regional projects. The Packer Intern will be evaluated monthly and at any time during their employment for career development and may be advanced or returned to different development stages, based on their progress. They will conduct themselves in a positive manner and professional at all times.

The Packer Intern will be expected to follow regimented and structured conditions to maintain the health and safety of themselves, their co-workers, and the pack stock animals. Rules and policies will regulate personal conduct and work performance including a strict drug/ alcohol policy.

Daily work hours will generally be 8 hours per day, 5 days a week and members will be required to perform tasks and chores outside of their normal project work hours. These hours will fluctuate, however, a work week will be no more than 40 hours total. No vacation time is provided during this program, it is completely immersive.

The Packer Intern as an Eastern Sierra Conservation Corps member must follow all rules, policies and guidelines set forth by Eastern Sierra Conservation Corps, BCHC and the Inyo National Forest. If the Packer Intern is found in violation of the Eastern Sierra Conservation Corps rules and regulations, he/she will be subject to a system of disciplinary action that may lead up to and include termination from the program.

Physical Effort:

The work involves extensive walking, hiking and bending. Requires lifting of heavy gear, equipment, tools, pack equipment, and side loads of up to 80 pounds each. Requires significant upper body strength while holding side loads in position while hitching to pack saddles with ropes. Requires lifting, loading and carrying bales of hay up to 125 pounds each. Requires working longer than normal hours due to travel time and care of the animals. Requires good physical stamina and strength in arms, back and legs. Requires the ability to ride mules or horses 8 to 10 hours daily. At times requires long-distance driving pulling trailers for regional packing assignments.



Working Conditions:

The majority of the time is spent outdoors where Packer Intern is subject to all types of weather conditions from rain to snow to extreme heat. Exposure to extreme dirt, dust and manure. May be camping from several days up to a week in remote locations. Packer Intern may be required to travel on foot for long distances due to unsafe trail conditions. Required to travel on trails in poor conditions due to severe weather and poor maintenance. Trails are located in rocky, uneven, mountainous terrain. Required to work at high altitudes. There is potential for danger of cuts, bruises and burns from ropes. Exposure to injuries due to falling from animals. Danger of strained or wrenched muscles due to movement of animals while leading, tying, loading or lifting on loads. There can be danger when working with large animals while performing daily duties.

Compensation and Benefits:

The Packer Intern will receive a taxable monthly stipend of approximately \$2400.00. The living stipend is a fixed amount, not an hourly wage or a salary and direct deposits will be made every two weeks.

Packer Interns are also compensated by gaining valuable field work experience, professional development and practical job skills training. In addition, if needed, members will be provided with most of the necessary backpacking gear required for the season including a tent, sleeping bag, sleeping pad, backpack, hiking boots, and rain gear. A personal equipment list of required items will be provided upon acceptance into the program. Hiking and/or riding boots may also be provided.

The Pack Stock Center of Excellence (COE) Apprenticeship program has a goal of teaching and introducing the following curriculum to the intern:

- Wilderness skills
- Wilderness regulations
- Leave - No - Trace skills
- Safely packing a wide variety of equipment and supplies on mules
- Building balanced pack loads with all types of equipment
- Methods of training horses and mules for saddle, pack and draft use
- Evaluation of health conditions of stock
- Methods of providing required medical care
- Selection of best routes in rugged mountainous terrain



- Safe methods of riding animals and leading stock in all situations
- Methods of keeping people, animals and cargo safe at all times
- Ability to drive vehicles in mountainous terrain and conditions
- Ranch and pasture management and maintenance
- Management and design of safe, functional stock facilities
- Use of trail tools, ranch, livestock and general maintenance tools
- Humane handling and use of saddle and pack stock
- Properly fitting equipment to saddle, pack and draft animals
- Matching saddles and riding animals to riders of all levels
- Correct shoeing of horses and mules working in mountain conditions
- Repairing riding saddles, pack saddles and pack equipment
- Ability to pack using a variety of hitches on Sawbuck and Decker saddles
- Teaching stock safety, handling and packing classes
- Learn stock safety routines that make for a safe and efficient work place

If you have any questions, please email Dennis M Serpa, dmserpa@velociter.net or call 209-531- 5175.