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**Job Title:** Crew Member

**Department:** Conservation or Farm

**Reports To:** Crew Leader

**Position Status:** Full Time, Temporary

**Date:** 2019

**Exemption Status/Reason:** Non-exempt

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**Job Summary:** The Crew Member position is an experience of a lifetime. It requires hard work and dedication. As a Crew Member you will work as part of a team of diverse individuals, on meaningful outdoor projects, while learning new skills and making new friends. As a member of the VYCC community you will have the opportunity to learn about the world around you and yourself. You need to be prepared to work hard and, in doing so, you will make a lasting contribution to your crew, local communities, and the environment.

**Essential Functions:**

- Always do your best work
- Be safe and keep your team safe
- Challenge yourself to engage in new experiences and ideas
- Participate fully in all crew activities with an open mind
- Keep a positive attitude while completing projects
- Respect your fellow crew members, the community, and the environment
- Participate in giving and receiving feedback, which is critical for personal growth
- Hold yourself accountable to all VYCC rules and policies

**Qualifications:**

- 15- 24 years of age

**Required Knowledge, Skills and Abilities:**

- An understanding of and commitment to the Vermont Youth Conservation Corps mission
- Desire to make a positive impact in Vermont's communities and environments
- Motivation to work to your fullest potential and complete projects
- Ability to adapt to change and move outside your comfort zone
- Ability to approach each day with a positive attitude
- Openness to personal and professional growth

- Willingness and commitment to following all immediate dismissal and general crew policies

## **Physical Requirements:**

### **Conservation Crew Member**

- Ability to bend at the knees, occasionally lift and exert up to 75 pounds of force, and/or up to 30–50 pounds of force frequently to move objects in the field with hand held tools.
- Ability to perceive at close and far distances, and to maintain visual acuity to determine the thoroughness of work projects in the field.
- Ability to maintain physical, repetitive tasks that require the use of your whole body.
- Ability to walk and stand for long periods when in the field while occasionally carrying up to 30–50 pounds.
- Ability to work and live outdoors in a variety of weather conditions.

### **Farm Crew Member**

- Ability to bend at the knees, occasionally lift up to 50 pounds, and/or up to 10 pounds frequently to move objects in the field.
- Ability to exert up to 10–20 pounds of force by pushing or pulling objects.
- Ability to perceive at close and far distances, and to maintain visual acuity to determine the thoroughness of work projects in the field.
- Ability to maintain physical, repetitive tasks that require the use of your whole body.
- Ability to walk, stand and crouch for long periods when in the field while occasionally carrying up to 30–50 pounds.
- Ability to work outdoors in a variety of weather conditions.

**Work Environment:** Crew Members spend the majority of their time outdoors, working in a small team. Residential members live in tents in a camp setting, a style of camping that we call “spike.”

***Disclaimer:** The above statements are intended to describe the general nature and level of work performed by people assigned to this classification. All of the listed functions are important and are in no particular order. This is not an exhaustive list of all responsibilities, duties, and skills required. All employees may be required to perform duties outside of their normal responsibilities from time to time, as needed.*

## **APPROVALS**

Direct Supervisor:

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Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

## **REVIEWS**

Employee:

I have read and understand the responsibilities of my position as described in the preceding job description.

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Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date