

VYCC Conservation & Agriculture AmeriCorps Team Leader



Vermont Youth Conservation Corps
1949 East Main Street
Richmond, Vermont 05477
802.434.3969
info@vycc.org
www.vycc.org

The Vermont Youth Conservation Corps (VYCC)

The VYCC is a 501c3 nonprofit service, conservation, and education organization focused on youth leadership development. Since 1985, it has provided valuable job training and education programs to more than 6,000 youth from across the country and from nearly every town in Vermont. All activities are inextricably tied to VYCC's mission – *teaching young people personal responsibility through meaningful work that connects us to the land, community, and one another*. To instill these skills and values, VYCC enrolls young people in paid work opportunities. Our model is strong and simple: Youth Corps Members work together in small groups, guided by highly trained leaders, to complete high priority projects in conservation and agriculture.

Position Overview

VYCC Team Leaders serve alongside Youth Corps Members performing direct service on conservation or agriculture projects. They serve as role models and provide guidance, support and on the spot assistance to Youth Corps Members. They offer training and teach Corps Members about the project at hand as well as the personal and professional development. Special attention is paid to topics such as civic engagement; work habits and behaviors; group dynamics; communication; marketing, customer service; and personal nutrition and finance.

Conservation crew projects include: bridges, stone staircases, trails, habitat improvement, state park infrastructure, and erosion mitigation. Agriculture crew projects include: vegetable production for the Health Care Share, a program that connects families in need with fresh produce, as well as livestock management, greenhouse production and nutrition education.

VYCC Campus and/or Living Arrangements

Depending on the crew and the exact position, Team Leaders may reside on the VYCC campus, at off-site project locations, or live at home. Team Leaders must abide by VYCC policies while representing VYCC on campus, on a VYCC worksite or associated site, which include: no drinking, smoking, or drug use; no physically intimate or exclusive contact or relations with others; no violent behavior.

Environmental Factors

All Team Leader positions begin with training on VYCC's 400-acre campus in Richmond, Vermont. The VYCC Headquarters office currently houses 20 full-time staff, as well as seasonal staff and volunteers. Team Leaders must be able to maintain focus and productivity amidst a dynamic atmosphere

while sharing space with others. Because VYCC cultivates success using a team approach, all VYCC employees and service members are expected to contribute to the development and maintenance of a strong working community. After training, Team Leaders complete projects on campus or in different regions of Vermont.

Team Leaders and Assistant Team Leaders

While each VYCC crew is unique, VYCC follows a proven leadership structure. Each crew of six to eight Youth Corps Members is guided by a Team Leader and an Assistant Team Leader. A Team Leader is someone with demonstrated experience leading groups of young people and a high level of training.

Team Leader Responsibilities

- Maintain and monitor the health and safety of the youth crew
- Provide leadership, guidance, motivation and direction to Corps Members
- Work effectively with a co-leader
- Build a healthy crew community
- Model VYCC mission, policies and procedures
- Model AmeriCorps mission, policies and procedures
- Train crew in technical skills, proper tool use and maintenance
- Work with Program Coordinators, Manager and Project Sponsors to ensure project quality and completion
- Facilitate the WoRD Program, integrate environmental education into crew experience
- Maintain regular communication with direct supervisor and other VYCC headquarters' staff
- Write a detailed final evaluation of the program
- Encourage healthy lifestyle, sustainable agriculture, environmental stewardship, and Leave No Trace principles
- Attend all AmeriCorps Orientations and trainings, if applicable
- Strive to achieve high quality standards
- Engage in individual professional development plan

Minimum Qualifications - Team Leader

- Be a U.S. citizen, a national, or legal permanent resident alien of the U.S.
- Be at least 18 years of age or 17 years old with parental permission upon entering the Pre-Service Orientation (there is no upper age limit)
- Be a high school graduate or have a GED certificate, or be willing to work towards their GED as part of their service-year successful completion requirement. A member cannot have dropped out of high school to join AmeriCorps. If a member has a documented medical reason/professional opinion why they cannot finish high school, they might be eligible.
- Has not been convicted of murder or sexual assault and is willing to undergo a National Service Criminal History Check, including AHS checks
- Leadership experience with groups of young people. Outdoor leadership experience preferred.
- Budget management experience
- Excellent organization and communication skills
- Strong service/work ethic and ability to serve long days in challenging conditions
- Maturity, optimism and a sense of humor
- Minimum First Aid certifications: Wilderness First Aid/CPR or willingness to obtain before service
- Good driving record and valid driver's license held for a minimum of 3 years

Minimum Qualifications - Assistant Team Leader

- Be a U.S. citizen, a national, or legal permanent resident alien of the U.S.
- Be at least 18 years of age or 17 years old with parental permission upon entering the Pre-Service Orientation (there is no upper age limit)
- Be a high school graduate or have a GED certificate, or be willing to work towards their GED as part of their service-year successful completion requirement. A member cannot have dropped out of high school to join AmeriCorps. If a member has a documented medical reason/professional opinion why they cannot finish high school, they might be eligible.
- Has not been convicted of murder or sexual assault and is willing to undergo a National Service Criminal History Check, including AHS checks
- Leadership experience with diverse groups of young people. Outdoor leadership experience preferred.
- Excellent organization and communication skills
- Ability to adapt and be flexible in a variety of situations
- Strong service ethic and ability to work long days in challenging conditions
- Maturity, optimism and a sense of humor
- Minimum First Aid certifications: Standard First Aid/CPR or willingness to obtain before service
- Good driving record and valid driver's license held for a minimum of 3 years
- *The member will have access to vulnerable populations*

Compensation & Benefits

- AmeriCorps weekly Living Allowance of \$375 paid biweekly
- Eligible for Segal Education Award upon completion of service (service terms vary by member – select the applicable term below)
 - Full-time (FT) 1700 Hours: \$ 5,920 Ed Award
 - Half-Time (HT) 900 Hours: \$ 2,960
 - Reduced Half-Time (RHT) 675 Hours: \$ 2,255.24
 - Quarter-Time (QT) 450 Hours: \$ 1,566.14
- Fresh organic food CSA share/allotment from our farm
- Seasonal, shared housing available on a limited basis and/or based on crew type
- Eligible for Health Insurance, Dental Insurance and Child Care Allowance, if applicable
- Paid Wilderness First Aid Certification
- Robust training prior to the season starting. Training includes, but not limited to:
 - Leave No Trace (c) Certification
 - Equity and Inclusion
 - Risk Assessment and Safety Management
 - Youth development
 - Social, Emotional and Mental Health
- Returners may be eligible for our Simple IRA plan.
- Organizational dedication to on-going professional development
- Career and college advancement opportunities and pathway support
- Discounts and pro-deals at some of your favorite retailers including, Prana, Red Ants Pants, Lenny's Shoe and Apparel and many others!
- Access to our robust Alumni network for networking and future adventures.

Terms of Service and Dates of Service: Terms serving from May 20, 2019 to October 1, 2019.

Service terms and start dates vary by member. (Select the applicable service term below)

- Full-time (FT) 1700 Hours
- Half-Time (HT) 900 Hours
- Reduced Half-Time (RHT) 675 Hours

- Quarter-Time (QT) 450 Hours

To Apply:

Please complete an application within www.myamericorps.gov by searching AmeriCorps State / National; Vermont; Team Leader (Listing ID 71029). Please submit a resume, cover letter, and at least three references along with your application to:

Food & Farm Program applicants: Andrew Whitehead, Program Manager andrew.whitehead@vycc.org and Kyle Weatherhogg Kyle.weatherhogg@vycc.org

Conservation Program applicants: Pilar Lopez-Gomez, Program Manager pilar.lopez-gomez@vycc.org

(802) 434-3969

Fax: (802) 434-3985

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