ASSISTANT CREW LEADER

Date Posted: December 22, 2019

Department: Conservation
Reports To: Conservation Program Staff
Position Status: Full-time, Temporary
Position Start: 2020
Exemption Status/Reason: Exempt

Job Summary
VYCC is seeking Assistant Crew Leaders to join our seasonal leadership team. Assistant Crew Leaders are dedicated to leading and guiding life changing experiences for young people who want to make positive change in Vermont. This position is an exciting role to put your leadership skills to the test and build new ones. As a member of the VYCC community and a VYCC crew, an Assistant Crew leader serves as a role model and leader, crafting and providing an impactful experience for youth on the crew as they learn about and explore the natural world and themselves. Assistant Crew Leaders serve alongside Crew Leaders as they lead, manage, and supervise a crew of up to eight Crew Members (15-18 years old) as they complete hands on projects related to trail building, carpentry, land management, and water quality.

A successful Assistant Crew Leader must be willing to dig in and support leading a crew of diverse individuals as you tackle meaningful outdoor projects. By design, being part of a VYCC crew is challenging, you’ll be expected to work hard as we challenge you to mentor, guide and teach your Crew Members essential life skills. If you’re able to work through challenges, celebrate wins, find the fun in the elements (rain, wind and sunshine), embrace growth, all while leading and co-leading, this position is for you.

Essential Functions
Crew Supervision
Maintain positive crew morale, foster teamwork among Crew Members, and lead by example
Facilitate a structured education and work program for a crew of youth
Assists with the enforcement of VYCC policies and procedures, and maintain project and program goals, and further the VYCC mission
Maintain an emotionally and physically safe project site and living environment

**Project Accomplishment**
- Assist in the coordination, communication, and completion of projects with project sponsors and VYCC staff
- Maintain production, quality, and safety standards for crew
- Perform physical projects safely in all weather conditions

**Crew Member Development**
- Foster and model a supportive and encouraging environment both on the job site and in camp
- Assist in the implementation of VYCC youth development initiatives and education curriculum

**Communication**
- Assist in the development of reports for projects, equipment, budget, Crew Member development, education, and safety
- Maintain regular communication with Crew Leaders and Members as well as VYCC headquarters staff

**Required Qualifications**
- A desire to do your part and change the world with us
- Openness to meeting new people, working hard outside, providing and receiving feedback, and learning and growing
- Willingness to be part of team made up of diverse individuals
- Willingness to undergo a criminal background check

**Preferred Qualifications**
- Communicate clearly and effectively
- Interest and excitement in expanding leadership abilities and growing as a leader
• Previous experience with VYCC or similar education or conservation organization
• Ability to adapt to change and move outside of comfort zones

About VYCC’s Culture, Workplace, and Compensation & Benefits

About VYCC
Our mission is to teach young people personal responsibility through meaningful work that connects us to the land, community, and one another. Youth and young adults (ages 15-24) join VYCC for practical and hands-on work, personal growth, and deep connection to the natural world by working on farm and conservation crews across the state. Learn more at VYCC.org.

Excellence and Equal Opportunity at VYCC
VYCC has a deep commitment to excellence. We believe we are strongest when our team includes members with a broad range of life experiences. We strive to achieve this at all levels of our organization, and actively encourage and recruit, develop, and retain the most talented people from a diverse applicant pool. VYCC is proud to be an equal opportunity employer.

Work Environment
Assistant Crew Leaders spend most of their time outdoors, serving with and leading a small team while also interacting with project sponsors, community members, and VYCC staff. A majority of the Assistant Crew Leader positions require living in a tent in a camp setting.

Compensation & Benefits
• $350/week stipend, exempt from overtime
• Segal AmeriCorps Education Award, upon successful completion of term of service
• Room and Board provided through camping Accommodations and a crew food budget that may include fresh veggies from The Farm at VYCC
• Some of the best “office” views in the state
- Educational learning opportunities with professionals in the field of conservation and sustainable agriculture as well as job and workplace skills
- College and career pathways support through one on one counseling and workshops hosted during the season
- Discounts and pro-deals
- Support with accessing AmeriCorps and federal benefits programs
- Access to our robust Alumni network for future adventures
- Member of a dynamic organization with tremendous impact on Vermont’s youth and environment

**How to Apply**
Please apply online at VYCC.org/Join. For any questions, please contact Pilar Lopez-Gomez, VYCC’s Conservation Program Manager, [pilar.lopez-gomez@vycc.org](mailto:pilar.lopez-gomez@vycc.org).