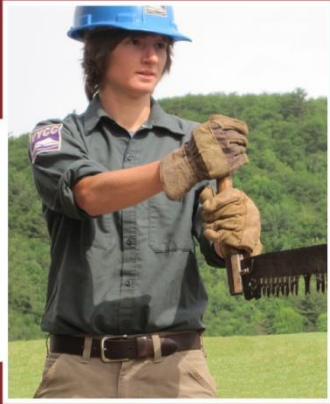


VYCC Conservation & Agriculture AmeriCorps Crew Leader



Vermont Youth Conservation Corps
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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 Crew 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

Crew Leaders reside on the VYCC campus or at off-site project locations. Crew 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 physical intimacy or exclusive contact or relations with others; no violent behavior.

Environmental Factors

All Crew Leader positions begin with training on VYCC's 400-acre campus in Richmond, Vermont. The VYCC Headquarters office currently houses full-time staff, as well as seasonal staff and volunteers. Crew 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, Crew Leaders complete projects on campus or in different regions of Vermont.

Crew Leaders and Assistant Crew Leaders

While each VYCC crew is unique, VYCC follows a proven leadership structure; a Crew Leader(s) guides each crew of six to eight Youth Crew Members. A Crew Leader is someone with demonstrated experience leading groups of young people and a high level of training.

Crew Leader Responsibilities

- Maintain and monitor the health and safety of the youth crew
- Provide leadership, guidance, motivation and direction to Corps Members
- 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 - Crew 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)**
- **Has not been convicted of murder or sexual assault and is willing to undergo a National Service Criminal History Check**
- Leadership experience with groups of young people.
- Strong service/work ethic and ability to serve long days in challenging conditions

Minimum Qualifications - Assistant Crew 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)**
- **Has not been convicted of murder or sexual assault and is willing to undergo a National Service Criminal History Check**
- Member must submit to criminal history checks, including AHS checks

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.

Compensation & Benefits

- AmeriCorps Living Allowance paid biweekly (amounts may vary by service term)
- Eligible for Segal Education Award upon completion of service (service terms vary by member – choose the applicable term below)
 - Full-time (FT) 1700 Hours: \$6,095
 - Three Quarters Time (TQT) 1200 Hours: \$4,266.50
 - Half-Time (HT) 900 Hours: \$3,047.50
 - Reduced Half-Time (RHT) 675 Hours: \$2,321
 - Quarter-Time (QT) 450 Hours: \$1,612.43
 - Minimal-Time (MT) 300 Hours: \$1,289.95
- Farm Program Crew Leaders receive farm food allotment
- Seasonal, shared housing available on a limited basis
- Organizational dedication to on-going personal and professional development
- Eligible for Health Insurance and Child Care Allowance, if applicable

Terms of Service and Dates of Service:

300, 450, 675, 900, 1200 and 1700 Hour terms from December 1st, 2019 to November 15, 2020
(Service terms and start dates vary by member. Fill in any variance in the boxes below)

Service Term:

Dates:

Printed Member Name: _____ Member Signature: _____ Date: _____

Program Director: _____ Program Director Signature: _____ Date: _____

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
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