



**WE ARE LOOKING FOR GREAT LEADERS LIKE YOU.**



Vermont Youth Conservation Corps | 1949 East Main St. Richmond, VT 05477 | 802-434-3969 | Info@VYCC.org | VYCC.org

## CREW MEMBER

Date Posted: January 6, 2020

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**Department:** Conservation or Food & Farm

**Reports To:** Crew Leader

**Position Status:** Full-time, Temporary

**Position Start:** 2020

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

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### Job Summary

VYCC is seeking dedicated young people who want to make positive change in communities in Vermont. Crew Members join together on small teams to tackle projects like building trails in the Green Mountains and lush forests, sowing fields and filling arms with harvest from VYCC's farmland, or building structures for generations to come in Vermont's State Parks and public lands. If you aren't afraid to get dirty, love the outdoors, and want to make a lasting impact, this could be your dream job.

A successful Crew Member must be willing to dig in to hard work, learn about themselves and their diverse crewmates, and be ready to have some fun too. Crew Member positions can vary depending on crew type: Day Crews or Camping Crews. All positions create lasting memories, friendships, and a new skill base that will ready you for great things. VYCC is challenging by design, but if you are able to roll with it, stop to celebrate wins, and find the fun in rainy, muddy, buggy day, then we think you should apply.

### Essential Functions

#### *Crew Member Duties & Communication*

- Foster teamwork, respect fellow Crew Members, the community, and the environment
- Engage in structured education (trainings and workshops) and work program with your crew and the full Corps
- Maintain regular, effective communication with Crew Leaders and crew; engage with feedback to help set goals, assess growth, and celebrate progress

- Challenge oneself to engage in new experiences and ideas; maintain positive morale; participate fully in all crew activities
- Follow VYCC policies and procedures, maintain an emotionally and physically safe work and living environment

#### *Project Accomplishment*

- Support and contribute to work projects alongside crew, project sponsors, and VYCC staff; further the VYCC mission
- Maintain production, quality, and project safety standards
- Perform physical work safely in all weather conditions

#### **Required Qualifications**

- At least 15 years of age
- A desire to do your part and change the world with us
- Willingness to be part of team made up of diverse individuals
- Openness to meeting new people, working hard outside, providing and receiving feedback, and learning and growing

#### **Preferred Qualifications**

- Communicate clearly and effectively
- Know how to take care of yourself physically, emotionally, and socially
- Comfort in the outdoors
- Ability to adapt to change and move outside of comfort zones

#### **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 15-26) 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](http://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**

Crew Members spend most of their time outdoors, working with a team while also interacting with project sponsors, community members, and VYCC staff. Camping

Crew Member positions require living in a camp setting, while Day Crew Member positions do not require camping.

### **Compensation & Benefits**

- \$250 – 310/week stipend; service bonus of \$150 – 200 awarded at end of each session; returner bonus of \$150
- Crew Members on Camping Crews receive camping accommodations, including a budget for all meals
- Farm Crews receive a weekly vegetable farm share
- Educational learning opportunities with professionals in the field of conservation and agriculture as well as professional development and personal growth
- College and career pathways support VYCC's Alumni Services
- Access to our robust Alumni network

### **How to Apply**

For all Crew Member positions please apply online at [VYCC.org/Join](https://vycc.org/Join). For any questions, please contact our Recruitment and Alumni Manager at [recruitment@vycc.org](mailto:recruitment@vycc.org)

Updated 1/7/2020