



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 LEADER

Date Posted: July 9, 2020

Department: Conservation

Reports To: Conservation Program Staff

Position Status: Full-time, Temporary

Position Start: 2020

Exemption Status/Reason: Exempt

Job Summary

VYCC is seeking Crew Leaders who can inspire the next generation of world changers. Leaders unite a crew of youth or young adults across their differences, coaching out of comfort zones to learn new skills and grow as individuals. Together, crews work hard on outdoor projects that increase accessibility, protect public lands, and feed communities across Vermont. If you aren't afraid to get dirty, love the outdoors, and want to make a lasting impact both in others' lives and for the planet, this could be your dream job.

A successful Crew Leader is someone who is passionate about the outdoors, loves working on a diverse team, and is open to new experiences that promote learning and adventure. VYCC is challenging by design, but if you are able to roll with it, stop to celebrate wins, and lead a team through rain, mud, and bugs, and still find the fun in it, this job is for you.

Essential Functions

Crew Teambuilding, Education & Supervision

- Follow and enforce VYCC policies and procedures including the rapidly changing Covid-19 related protocols
- Model appropriate Covid-19 safety for members including masking, distancing, and proper hygiene
- Maintain an emotionally and physically safe work and living environment
- Facilitate a structured education and work program for a crew of youth or young adults; implement VYCC youth development initiatives
- Maintain positive crew morale, foster teamwork among Crew Members, and lead by example
- Conduct trainings for Crew Members in areas such as: proper tool use, first aid, workplace safety, leadership/management skills, and effective communication

Crew Member Development

- Foster and model a supportive and encouraging environment both on the job site and in camp
- Conduct feedback meetings that help Crew Members set goals, assess growth, and celebrate progress

Project Accomplishment

- Coordinate work projects with project sponsors and VYCC staff
- Maintain production, quality, and safety standards for crew
- Effectively communicate and ensure completion of project goals
- Perform physical work safely in all weather conditions

Communication & Reporting

- Develop reports for projects, equipment, budget, Crew Member development, education, and safety
- Maintain regular communication with VYCC headquarters staff, and project partners

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 lead and be part of a team made up of diverse individuals
- Previous experience working with young people
- Willingness to undergo a criminal background check
- Ability to uphold and enforce all VYCC rules and policies
- Exceptional time management, organizational skills, and attention to detail
- Leadership skills that build strong and healthy teams
- Ability to adapt to change and move outside of comfort zones
- Communicate effectively and clearly
- Excellent interpersonal, verbal, and writing communication skills

Preferred Qualifications

- Valid driver's license with good driving record for at least 3 years.
- Experience with conservation work

- Experience in teaching, mentoring, or group facilitation
- Applicants must have an accessible personal quarantine space in Vermont in case of developing Covid-19 symptoms

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.

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

Compensation & Benefits:

- \$300/week training stipend, during training
- \$535 – 585/week salary, during field season, exempt from overtime
- Adult First Aid and CPR certification, Wilderness First Aid Preferred
- Medical and dental insurance for eligible long-term leaders
- Crew Members on Camping Crews receive camping accommodations, including a budget for all meals
- 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 with CCV and VYCC's Recruitment and Alumni Manager
- Discounts and pro-deals
- Access to our robust Alumni network for future adventures and career assistance
- On-going professional development

- Member of a mission-driven, fun, results-oriented, and dedicated team of professionals
- Member of a dynamic organization with tremendous impact on Vermont's youth and environment

By signing this from you are acknowledging all that your position entails and what is expected of you,

Signature _____ *Date* _____

Printed Name _____