



**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

## THE CORPS NETWORK AMERICORPS CREW MEMBER POSITION DESCRIPTION

Date Posted: July 30, 2020

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**Department:** Conservation

**Reports To:** Crew Leader

**Position Status:** Seasonal

**Position Start:** Position open until filled.

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

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### Job Summary

VYCC is looking for Crew Members to join our AmeriCorps Crews. These crews are made of a small group of dedicated young people who want to make a positive change here in Vermont. As a member of the VYCC community, an AmeriCorps Crew Member will have the opportunity to learn and serve throughout Vermont's forests, parks and natural spaces.

Through hands on work projects, such as trail building, carpentry, water quality and forestry, AmeriCorps Crew Members will complete service terms of 300, 450 or 900 hours. Terms of Service are completed between June and November 2020 with a residential camping or day schedule in select locations. Service Site Locations are Vermont-wide, and in nearby states as required. AmeriCorps Crew Members will serve approximately 40 to 60 hours per week, varying dependent upon point in season and project, with a required 30-minute lunch break that does not count towards AmeriCorps hours. Extensive travel may be required

**Formal Training:** Members will participate in an AmeriCorps Orientation, which include trainings about National Service, Prohibited Activities, Allowable and Unallowable Activities, and the Segal AmeriCorps Education Award.

Potential Trainings that Member may receive may include First Aid/CPR, Wilderness First Aid, and Game of Logging chainsaw training. Total education and training will not exceed 20% of member's total hours.

### **Essential Functions**

- Complete meaningful conservation projects including, but not limited to: Trail construction and maintenance, watershed restoration, carpentry including construction of bridges, kiosks, and staircases, habitat enhancement, and trail survey and assessment
- Participate in education activities
- Participate in orientation, pre-season training, and scheduled trainings throughout term of service
- Create a happy, healthy crew community by participating in all crew activities, communicating, giving and receiving feedback, and following all VYCC policies and procedures as outlined in the AmeriCorps Member Manual

### **Required Qualifications**

- At least 18 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
- Willingness to engage in an immersive community environment with your crew
- Openness to meeting new people, working hard outside, providing and receiving feedback, and learning and growing
- Applicants must have readily available access to personal quarantine space and an emergency contact in Vermont in the event of developing COVID-19 symptoms

### **Preferred Qualifications**

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

### **Safety**

- Agree to follow all COVID-19 safety protocol including social distancing and masking when necessary
- Bring all safety gear to the worksite
- Have a safety plan in mind for each activity

- Use tools, equipment, and vehicles properly
- Maintain a drug-free workplace. The possession, use, or suspicion of use of illegal drugs, alcohol, or tobacco while fulfilling VYCC responsibilities, involved in any VYCC activity, or on any VYCC site will be cause for immediate dismissal
- Support the creation of a safe physical, emotional, and mental environmental through engagement with crew community building activities, use of appropriate and professional language, and refraining from unprofessional, disrespectful remarks

### **Dismissal Policies**

**The following are actions/behaviors that result in disciplinary action up to and including dismissal.**

- Possession, Use, Suspicion of Use, or being in the presence of tobacco, alcohol, or federally illegal substances on a VYCC job or program site
- Physical intimacy with another Corps Member while engaged in VYCC programming
- Physical Violence or Threats of Violence, to Self, Others, or Property
- Stealing
- Harassing behavior based on protected status
- Prohibited Activities: In accordance with 45CFR 2520.65, AmeriCorps members may not perform prohibited service activities directly or indirectly while in service. The prohibited activities are outlined in Member's Service Agreement

### **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](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**

Members 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:**

- \$275/week stipend
- Crew Members on Camping Crews receive camping accommodations during the session
- Crew Members on Camping Crews receive a weekly budget for all meals that may include fresh veggies from The Farm at VYCC
- 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 VYCC's Alumni Services
- Discounts and pro-deals
- Access to our robust Alumni network for future adventures

### **How to Apply**

For all Crew Member positions please apply online at [VYCC.org/Join](http://VYCC.org/Join).

Selection Process includes service application, interview, and screening including background checks. Post-Offer Requirement: Applicant must participate in and successfully pass a criminal history background check.

Member Signature: \_\_\_\_\_

Date Signed: \_\_\_\_\_

Printed Name: \_\_\_\_\_