



**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

## VYCC Conservation AmeriCorps Peer Crew Leader

### Position Summary

VYCC is seeking Peer Leaders who are ready to be world changers. Unlike traditional Crew Leaders, Peer Leaders do not lead a crew of Members; all contribute equally whether on the job site and in camp. Being on a Peer Crew is a unique, community-minded experience that allows for personal and professional growth. VYCC is challenging by design. There will be mud, bugs, sore feet, and tired hands. But there will also be sunny days, campfires, personal connection, and an ability to enact positive change. If you are excited to dig in, get dirty, and help make communities and individuals stronger and more resilient, this service opportunity is for you.

### Program Overview

VYCC's Conservation Program engages young people in hands-on projects that benefit Vermont's environment and communities. The work of a Conservation Crew includes trail construction and maintenance, carpentry, water quality improvement, and forest management. Conservation Camping Crews tackle projects all across Vermont, moving from one project to another as they serve and live together as a group for weeks at a time. Conservation Day Crews are rooted in a community – either Richmond or Woodstock for 2021 – and work but do not live together as a group. Conservation Crew Leaders are essential to the success of any Conservation Crew and their efforts have a significant impact on habitat, water quality, and outdoor recreation in Vermont.

### Essential Functions

#### *Crew Teambuilding, Leadership*

- Maintain an emotionally and physically safe environment at the camp and project site
- Foster teamwork among the crew, support fellow Peer Leaders through their challenges and successes

#### *Peer Crew Leader Development*

- Attend AmeriCorps Orientations at the start of service
- Participate in trainings offered during the season (may include Wilderness First Aid and Leave No Trace, COVID permitting)
- Foster a supportive and encouraging environment both on the project site and in camp
- Participate in giving and receiving feedback from peers and supervisors, set goals, assess growth, and celebrate progress

#### *Project Accomplishment*

- Coordinate service 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, Peer Crew Leader development, education, and safety
- Maintain regular communication with VYCC headquarters staff, and project partners

#### **Required Qualifications**

- Be a U.S. citizen, a national, or legal permanent resident alien of the U.S.
- Be at least 20 years of age (there is no upper age limit)
- Be a high school graduate or have a GED certificate, or be willing to work towards their GED as part of their service-year successful completion requirement. A member cannot have dropped out of high school to join AmeriCorps. If a member has a documented medical reason/professional opinion why they cannot finish high school, they might be eligible.
- 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 VT Agency of Human Services checks
- Ability to lead and be part of a team made up of diverse individuals
- Excellent time management, organizational, and communication skills
- Willingness to work hard, in all types of weather and environments
- Ability to adapt to change and move outside of comfort zones
- Experience in providing and receiving feedback, and creating a culture of learning and growth
- Ability to uphold and enforce all VYCC policies and principles including the rapidly evolving COVID-19 protocols
- Ability to model appropriate COVID-19 safety for other Peer Crew Leaders including masking, distancing, and proper hygiene
- Excellent interpersonal, verbal, and writing communication skills
- CPR Certification & Wilderness First Aid (if needed, COVID permitting, VYCC provides a WFA Course pre-season)
- 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**

- Valid driver's license with good driving record for at least 3 years

#### **About The Vermont Youth Conservation Corps (VYCC)**

The VYCC is a 501c3 nonprofit focused on engaging young people in service, work, conservation, and agriculture. Since 1985, VYCC staff have provided valuable work and learning opportunities to youth and young adults from across the country and from nearly every town in Vermont. Our model is strong and simple: young people, working together, guided by highly trained leaders, completing priority projects in conservation and agriculture.

#### **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.

### Service Environment

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

**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 one's Member Service Agreement

### Compensation & Benefits:

- AmeriCorps Living Allowance of \$350 per week paid biweekly
- Eligible for \$1,311.11 Segal Education Award upon completion of service
- CPR Certification & Wilderness First Aid Training (if needed, COVID permitting)
- In season learning opportunities to expand technical skill knowledge
- College and career pathways support with CCV and VYCC's Recruitment and Alumni Manager
- Access to our robust Alumni network for future adventures and career assistance

### Terms of Service and Dates of Service:

300 Hour terms from April 12 2021 to May 15 2021

Service Term:

Dates:

Printed Member Name: \_\_\_\_\_ Member Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Program Director: \_\_\_\_\_ Program Director Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### How to Apply

Please apply online at [VYCC.org/Join](http://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).

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.



**AmeriCorps**