



**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

## **PRO CREW LEADER**

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### **Position Summary**

VYCC is seeking Pro Crew Leaders who can both manage complex, hands-on projects and also engage their Crew Members in personal and professional growth. A successful Pro Crew Leader is able to be an effective teacher and mentor, working with Members to develop their technical abilities. Crew Leaders manage the worksite to keep the project moving and ensure the crew's work is high quality. If you are excited to dig in, get dirty and help guide this crew of experienced crew member, this position 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 work 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. Pro Crews specialize in one of our project areas and the projects they complete having a meaningful impact on communities.

### **Essential Functions**

#### *Crew Teambuilding, Education & Supervision*

- Foster teamwork among Crew Members, lead by example, and support Crew Members as they navigate challenges and successes
- Conduct trainings for Crew Members in areas such as proper tool use, first aid, workplace safety, leadership, and effective communication
- Follow and enforce VYCC policies and procedures including the rapidly evolving Covid-19 related protocols
- Model appropriate Covid-19 safety for members including masking, distancing, and proper hygiene

#### *Crew Member Development*

- Foster and model a supportive and encouraging environment on crew
- 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

- Collect, process, and organize project data in the field
- 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 crew supervisor, VYCC headquarters staff, and project partners

#### **Required Qualifications**

- Be at least 21 years of age (there is no upper age limit)
- Ability to lead and be part of a team made up of diverse individuals
- Experience in teaching, mentoring, or group facilitation
- Willingness to work hard, in all types of weather and environments
- Experience in risk management and being responsible for the health and safety of others
- Ability to uphold and enforce all VYCC rules and policies
- Experience in providing and receiving feedback, and creating a culture of learning and growth
- Ability to adapt to change and move outside of comfort zones
- Excellent time management and organizational
- Excellent interpersonal, verbal, and written 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 in Vermont and a way to get to that space, in case they need to leave the field due to COVID-19 concerns. During your application process, we will talk through some various options you have to meet this requirement
- Valid driver's license with good driving record for at least 3 years
- Willingness to undergo a criminal background check
- Meets technical skill qualifications in at least one of the four Pro Crew types:

#### **Trails: (mid-June through October or August through October)**

Previous experience in:

- Constructing staircases and retaining walls using dry stone masonry techniques
- Construct rolling contour trails with full bench construction
- Maintaining trails using standards in the USFS Trail Construction and Maintenance Notebook

#### **Water Chestnut: (June through August)**

- Pursuing a degree or having demonstrated interest in Biology or Earth Science
- Prior experience in canoes or kayaks or paddlesports safety training
- Prior experience with GIS/GPS, or willingness to learn

### **Forestry: (mid-August through October)**

- USFS Level B Sawyer/Game of Logging #3 or ability to complete training prior to start date
- Prior experience with felling of moderate difficulty including ability to plan for and navigate hang-ups, directional felling, and side/forward leaning trees.
- Proficient in local species identification.

### **Build: (mid-June through October)**

- Minimum 1 year experience in residential construction
- Ability to read schematic diagrams, blueprints, sketches, and building plans
- Ability to teach proper power tool use including miter saw, table saw, drills, drivers, nailers, and other common construction tools

### **Preferred Qualifications**

- Prior experience working for a conservation corps or similar organization
- Prior experience leading small groups or teams
- Prior experience living and working in the outdoors for an extended period of time, in all weather conditions

### **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.

### **Work Environment**

Pro 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. Crew Leader positions may require occasionally living in a tent in a camp setting when required by the project. Pro 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. Beginning of season training and end of season closure will take place on VYCC's campus in Richmond, Vermont.

### **Compensation & Benefits:**

- \$560 – 585/week
- CPR Certification & Wilderness First Aid Training (if needed, COVID permitting)
- Educational learning opportunities with professionals in the field of conservation

- and workplace skills
- College and career pathways support with VYCC's Recruitment and Alumni Manager
- Access to our robust Alumni network for future adventures and career assistance

### **How to Apply**

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

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