



**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 |**

## **Conservation Crew Leader**

### **Youth Crew Leader, AmeriCorps Crew Leader, Pro Crew**

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#### **Job Summary**

VYCC is seeking Crew Leaders who want to have a positive impact in Vermont while inspiring others to do the same. A successful Crew Leader is able to foster an inclusive and supportive crew community, help Crew Members navigate challenges and celebrate successes, and provide opportunities for personal and professional growth. Creating and maintaining a healthy crew culture is a top priority for Crew Leaders.

Crew Leaders work with their crews to complete trail, water quality, carpentry/construction, and forest projects.

Conservation Crew Leaders can lead Youth Crews, Young Adult AmeriCorps Crews, or Pro Crews. Crew Leaders support Crew Members by helping them with on the job training and skill development. Each crew type has a unique balance of work and learning. Youth Crews are focused on learning project skills. AmeriCorps Young Adult Crews balance technical work and learning. Pro Crews focus on producing high quality work with some skill building along the way.

Youth Crew Leaders work with 15-18 year olds, 7:30-4:30, Monday-Friday. They will also lead volunteer groups on conservation projects once a week.

Young Adult AmeriCorps Leaders work with 18-26 year olds on camping crews. They are with their crews 24 hours a day, working during the day and supporting them at their campsite at night. On days off, Leaders have camping accommodations at VYCC and will not be responsible for their crew.

Pro Crew Leaders will work with 18+ year olds. They may have the option to camp with their crew but their supervisory responsibilities only occur during the work day.

#### **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 and Pro 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 2022 – 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, Education & Supervision*

- Follow and uphold VYCC policies and procedures to maintain a safe worksite
- Create a crew culture that prioritizes physical and emotional safety
- Foster teamwork among Crew Members, lead by example, and support Crew Members as they navigate challenges and successes
- Instruct Crew Members on topics including proper tool use and care, camp living, and personal care while in the field
- Be part of a team made up of diverse individuals
- Work hard in all types of weather and environments
- Ability to adapt, grow and move outside of comfort zones

#### *Crew Member Growth*

- 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
- Engage with VYCC staff on setting goals and charting personal and professional progress

#### *Project Accomplishment*

- Maintain production, quality, and safety standards for crew
- Effectively communicate with VYCC staff and project partner to ensure completion of project goals
- Perform physical work safely in all weather conditions
- Complete weekly reports on project accomplishments

### **Required Qualifications**

- At least 20 years of age for Youth Day Crews and Young Adult Camping Crews
- At least 21 years of age for Pro Crews
- Excellent time management, organizational, and communication skills
- Experience in risk assessment and being responsible for the health and safety of others
- Experience in providing and receiving feedback, and creating a culture of learning and growth
- Willingness to undergo a criminal background check
- CPR Certification & Wilderness First Aid (VYCC provides a WFA course pre-season)
- Valid driver's license with good driving record for at least 3 years

### **Additional Qualifications for AmeriCorps Leader**

- Some prior experience in project areas and/or outdoor experience (hiking, camping)

### **Additional Qualifications for Pro Leader**

- **Pro Trails**
  - **Prior 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
- **Pro Forest Projects**
  - 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
- **Pro Build**
  - Minimum 1-year experience in construction, woodworking, or related field
  - Experience with and ability to instruct on the use of a variety of construction tools
  - Familiarity with basic construction and building concepts
- **Pro Watershed Stewardship (Tentative)**
  - **Prior experience in:**
  - Invasive species removal
  - Planting small trees and shrubs
  - Paddle sports

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

The VYCC is a 501c3 nonprofit that provides valuable work and learning opportunities to youth and young adults from across the country and throughout Vermont. Our model is simple and effective: young people, working together, in the outdoors, on conservation and agriculture projects that have a high impact.

**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**

Corps Members spend most of their time outdoors, working with their crew while also interacting with project sponsors, community members, and VYCC staff. Some positions require camping with the crew.

### **Compensation & Benefits:**

- Weekly stipend:
  - Youth and AmeriCorps Leader: \$650-695, dependent on experience
  - Pro Leader: \$740-785, dependent on experience
- Food/housing:
  - Youth Leader: no housing and no food provided
  - AmeriCorp Leader: camping accommodations for the duration of the program and food provided on work days
  - Pro Leader: camping accommodations for the duration of the project, food

stipend is included in weekly stipend

- CPR Certification & Wilderness First Aid Training (if needed)
- On the job learning opportunities to expand technical skill knowledge through the season
- Career pathways support through VYCC's Recruitment and Alumni Manager and program staff
- Organizational dedication to on-going professional development

### **How to Apply**

Please apply online at [VYCC.org/Join](http://VYCC.org/Join). For any questions, please contact Aimee Shafner, VYCC's Recruitment Manager, [Aimee.Shafner@vycc.org](mailto:Aimee.Shafner@vycc.org)



**AmeriCorps**