



Conservation Crew Leader

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 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.

Position 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 forestry projects.

Conservation Crew Leaders can lead high school age Trails Day Crews, Camping Crews, or Pro Crews. Each crew type has a unique balance of work and learning. Trails Day Crews are focused on learning project skills. Camping Crews balance technical work and learning. Pro Crews focus on producing high quality work with some skill building along the way.

Trails Day Crew Leaders work with members 15-18 years old, 7:30-5:00, Monday-Friday, working an average of 40-45 hours per week. They will also lead volunteer groups on conservation projects once a week.

Camping Crew Leaders work with members 18-26 years old on camping crews. Crew Leaders and Members work and live together with Crew Leaders being responsible for projects during the work day and assisting with chores and activities at camp.

Pro Crew Leaders work with members who tend to be focused on a particular career path or trade. Pro Crew Leaders will supervise their crews at the worksite and have some supervisory and administrative responsibilities at the campsite and outside of project time.

Essential Functions

Crew Teambuilding, Education & Supervision

- Follow and uphold VYCC principles, practices, and policies 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
- Motivate crew members to work hard in all types of weather and environments

Crew Member Growth

- Foster and model a supportive and encouraging environment both on the jobsite 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, demonstrate a growth mindset

Project Accomplishment

- Maintain quality, and safety standards for crew
- Effectively communicate with VYCC staff and project partner to ensure completion of project goals
- Perform strenuous physical work safely in all weather conditions
- Ability to hike in steep or uneven terrain, lift and carry heavy tools, gear or materials
- Complete weekly reports on project accomplishments

Required Qualifications

- At least 20 years of age
- 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
- Some prior experience in project areas and/or outdoor experience (hiking, camping)

Additional Qualifications for Pro Leaders

Pro Trails Prior experience in: <ul style="list-style-type: none">○ Constructing stone staircases and retaining walls○ Constructing rolling contour trails with full bench construction○ Maintaining trails using standards in the USFS Trail Construction and Maintenance Notebook○ Backcountry or primitive camping	Pro Build <ul style="list-style-type: none">○ Proficiency with basic construction and building concepts○ Proficiency with and ability to instruct others on a variety of constructions tools○ Prior experience in construction, carpentry, or related field
Pro Forestry <ul style="list-style-type: none">○ Proficiency operating a chainsaw to fell, limb, and buck in a professional setting○ Proficiency maintaining chainsaws in the field including chain sharpening, troubleshooting, and other regular maintenance○ Prior experience in implementing forestry practices, such as timber stand improvement, invasive species management, timber harvest, fuels reduction, thinning, or other related work	

Equal Opportunity at VYCC

VYCC is committed to being an organization that is inclusive and welcoming for all employees. VYCC is proud to be an Equal Opportunity Employer.

Compensation & Benefits:

- Weekly stipend:
 - Trails Day Crew Leader: \$680-\$725, dependent on experience
 - Conservation Camping Crew Leader: \$690-735, dependent on experience
 - Pro Leader: \$730-775, dependent on experience
- Food/housing:
 - Trails Day Crew Leader: no housing and no food provided
 - Camping Crew Leader: camping accommodations for the duration of the program and food provided on work days
 - Pro Leader: camping provided when required by the project, food provided during camping
- CPR & Wilderness First Aid Certification (if needed)
- Bonus paid upon completion of entire work agreement
- Organizational dedication to on-going professional development
- Career pathways support through VYCC's Recruitment and Alumni Manager and program staff
- Paid time off, combination of scheduled break time and flexible PTO days depending on position and duration of employment.
- Potential to earn up to [12 free college credits](#)