

## Conservation Program

### Pro Crew Member

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#### **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, and forest management. Conservation Crew Members 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**

Pro Crews are designed for people who are looking to build their skills and experience, including those interested in pursuing a specific trade or career! Pro Crew Members gain the technical skills to help them be competitive in their next adventures, work on projects that benefit Vermont's people and landscapes and build their networks by working alongside project partners.

A successful Pro Crew Member is able to work in challenging conditions, complete high-quality work, be a supportive member of their crew, and work well both independently and as a part of a small team.

There are three types of Pro Crews: Pro Forest, Pro Build, and Pro Trails.

#### **Essential Functions**

##### *Crew Functions*

- Contribute to positive crew morale, foster teamwork, respect fellow Crew Members
- Maintain an emotionally and physically safe work and living environment (when camping together)
- Follow VYCC policies and procedures, and maintain project and program goals, and foster the VYCC mission
- Maintain regular communication with Crew Leader, VYCC staff, and project partners
- 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

### *Project Accomplishment*

- Help to collect, process, and organize data collected in the field
- Participate in high production, quality, and safety standards for crew

### *Community Development*

- Engage with feedback to help set personal and crew goals, assess growth, and celebrate progress
- Be a part of a supportive and encouraging environment both on the job site and when camping as a crew

### **Work Environment**

Corps Members spend most of their time outdoors, serving with their crew while also interacting with community members, and VYCC staff.

Some Pro Crews will camp for the majority of their season while others may only camp occasionally depending on project location. While out on a project, crews will routinely engage in additional responsibilities in evenings related to camp life, preparing for the following work day, or catching up on administrative functions of the crew.

Depending on project and crew, weekly schedules may vary throughout the season with an extended period of time in the field and time off in between. Crews may be in the field for up to 8 days at a time. Each hitch will begin and end at VYCC's headquarters in Richmond, Vermont.

### **Required Qualifications**

- Be at least 20 years of age (there is no upper age limit)
- Willingness to undergo a criminal background check
- Exceptional time management, organizational skills, and attention to detail
- Technical skill qualifications specific to crew:

**Pro Trails-** Prior experience with hand tools, power tools, and trail or conservation work, including utilizing sustainable trail practices

**Pro Forest-** Prior chainsaw experience and training, including experience with simple felling and bucking

**Pro Build-** Some prior carpentry, building, or trades experience, and experience with hand and power tools, Interest in pursuing career in building trades work, design, architecture, weatherization, etc.

### **Equal Opportunity at VYCC**

VYCC is committed to being an organization that is inclusive and welcoming for all employees, volunteers, and community members.

### **Compensation & Benefits:**

- Weekly stipend: \$640-655/week depending on experience
- When camping is required, a campsite and food budget is provided
- Wilderness First Aid and CPR training provided
- Game of Logging levels 1-4 provided for Forest Crew
- 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