



Advanced Build Crew Leader

Program Overview

VYCC's Conservation Program engages young people in hands-on projects that benefit Vermont's environment and communities. 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

Advanced Build Crew is focused on carpentry projects that highlight skills needed in the construction world: new construction, renovation, restoration and high-efficiency building.

The work of the 2024 season will focus on the construction of a timber framed 93'x27' pole barn with a fully insulated and heated bay. Members will participate in all elements of the project including framing, roofing, siding, insulating, site work, etc. Crew Leaders will help members learn to lay out and frame plumb and flat walls, cut and assemble timber joinery, install windows and doors, hang siding, work safely on roofs, insulate and flash a building with modern materials and techniques, and all the tricks and techniques in between. This crew will also be apprenticed by a team of highly experienced timber framing professionals.

The pole barn will be built at the VYCC headquarters in Richmond, VT. Leaders should arrive ready to start the workday at 8am and wrap up with the crew at 4:30. Leaders often complete some prep work before 8am and have some wrap-up work after 4:30pm resulting in around 45-55 hours per week including time spent on projects, logistics, and administrative tasks.

This is a non-residential program and requires leaders to provide their own housing and transportation to the worksite.

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 while staying organized and managing their time effectively. Creating and maintaining a healthy crew culture is a top priority for Crew Leaders.

Essential Functions

Supervision, Culture, Leadership

- Follow and uphold VYCC Principles, Practices, and Policies
- Create an inclusive crew culture that prioritizes physical and emotional safety
- Supervise Crew Members: conduct check-ins and feedback meetings that help Crew Members set goals, assess growth, and celebrate progress
- Instruct and support Crew Members on proper tool use and care
- Engage with VYCC staff on setting personal goals and charting personal and professional progress, demonstrate a growth mindset
- Effectively work with your co-leader to balance tasks and responsibilities

Risk Assessment and Safety Management, Logistics, Administrative

- Play a lead role in risk assessment and safety management in the field
- Help provide emergency response and communication during emergencies
- Complete administrative and reporting tasks
- Manage field logistics (vehicle maintenance checks, tool maintenance, and more)

Project Management

- Facilitate daily framing and debrief sessions with your crew
- Manage project sites efficiently with high quality while prioritizing safety and member growth and learning
- Effectively communicate with VYCC staff and project partner to ensure completion of project goals

Required Qualifications

- At least 21 years of age
- Prior experience in carpentry or construction
- Ability to perform strenuous physical work safely in all weather conditions and motivate others to do the same
- Ability to hike in steep or uneven terrain, lift and carry heavy tools, gear or materials
- Valid driver's license with good driving record for at least 3 years
- Ability to transport self to daily meet-up location
- Offsite housing required; no housing provided
- 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
- Wilderness First Aid and CPR Certification (VYCC provides a WFA course pre-season)

- Willingness to undergo a criminal background check

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: \$755-800/week, dependent on experience
- Wilderness First Aid and CPR Certification (if needed)
- OSHA10 Certification
- Bonus paid upon completion of position
- Organizational dedication to on-going professional development
- Career pathways support through VYCC's Community Engagement Manager and program staff
- Paid time off: combination of flexible sick days and personal leave days with longer positions also having scheduled break time
- Potential to earn up to [12 free college credits](#)