



Advanced Trail 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 Trail Crew Leaders work with their crews to complete trail projects including trail maintenance, dry stone masonry, new trail construction, and more, often in backcountry settings.

Each week starts at our headquarters in Richmond, VT. Leaders arrive early on Monday morning to prepare to leave headquarters with their crew by 7:30am. At 7:30am, leaders drive to the project site with their crew. Leaders are required to camp in the field with their crew throughout the week. Crews come back to headquarters every Friday with the work week ending at 5:00pm.

Most projects operate on the Monday - Friday schedule. The Advanced Trail Crew also operates several projects on a longer hitch model (9 project days followed by 5 days off) throughout the season.

On a daily basis throughout the week, leaders are responsible for ensuring camp life runs smoothly, camp chores are completed, administrative responsibilities are finished, and projects are done to a high standard of quality, while working and living with their crew the whole time. This typically takes an average of 45-55 hours per week of scheduled tasks, with potential for some additional time depending on level of organization or crew needs.

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 topics including proper tool use and care, camp living, and personal care while in the field
- 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, camp set-up and tear-down, camp chores, 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 trail construction and/or backcountry camping
 - Constructing stone staircases and retaining walls
 - Constructing rolling contour trails with full bench construction
 - Maintaining trails using USFS standards
 - Ability to hike up to 2 miles carrying gear and equipment over difficult terrain
 - Camping in backcountry or primitive settings
- 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
- Eagerness for extensive camping with limited accommodations and support
- Wilderness First Aid (VYCC provides a WFA course pre-season)
- 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

Preferred Qualifications

Vehicle strongly encouraged for off-time transportation, headquarters is not located in a walkable area, with little to no public transit.

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
- Food/housing: Camping is required when on projects, food is provided when in the field
- Wilderness First Aid and CPR Certification (if needed)
- Bonus paid upon completion of position
- 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 flexible sick days and personal leave days with longer positions also having scheduled break time
- Potential to earn up to [12 free college credits](#)