



Conservation Day 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

Crew Leaders work with their crews to complete trail, water quality, carpentry, and forest health projects. Conservation Day Crew Leaders work with members, 7:45am – 4:45pm, Monday - Friday. Leaders work an average of 45-50 hours per week including time spent on projects, logistics, and administrative tasks.

There are Day Crew Leader positions available for both young adult and youth crews. There are positions available throughout different areas in Vermont. Meetup locations are listed below:

Vergennes – Crew Members are Young Adult AmeriCorps Members (17+)

Burlington – Crew Members are Youth Members (15-17)

Rutland/Woodstock - Crew Members are Youth Members (15-17)

Leaders should have housing within reasonable commuting distance of the meetup location.

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 and other enrichment opportunities
- 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 project areas, outdoor experience (hiking), and/or leadership
- 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
- Offsite housing required; no housing provided
- Ability to transport self to daily meet-up location
- 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

Preferred Qualifications

- Previous experience in trail maintenance, basic construction, or chainsaw use

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: \$705-\$750, dependent on experience
- 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 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](#)