



CONSERVATION FIELD SUPERVISOR

Date Posted: February 2nd, 2024

Team: Conservation

Position Status: Full-time, Seasonal

Position Dates: May (flexible start date) –
November 8th

Exemption Status/Reason: Exempt

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 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.

Job Summary

VYCC is seeking a Conservation Field Supervisor to mentor Crew Leaders and support crews of young people. Engaged in all elements of the season, Field Supervisors support planning logistics before the season, train Crew Members and Leaders, and directly support crews in the field. Through regular field visits to their crews and check-ins with their Leaders, they support the development of an inclusive and productive crew. Field Supervisors are experienced in VYCC project areas and have prior experience leading or teaching young people. They often help solve complex problems and respond to interpersonal challenges in the field independently. A Field Supervisor will also help support crews in the field when Crew Leaders are away from their crews. Field Supervisors typically work 40 hours a week in the weeks before and after their crews are in the field. During the field season, they may work up to 50-60 hours a week but typically average around 45 hours per week.

Essential Functions

Field Program Support:

- Supervise, train, advise, and evaluate Crew Leaders
- Support crews in all aspects of their projects from set-up to completion, coordinating with project sponsors to ensure high quality work
- Ensure crews are following health and safety practices in camp and at the worksite
- Facilitate group dynamics and morale issues on crews, while cultivating a strong VYCC culture and powerful learning experience across all crews
- Complete field site visit reports and any necessary documentation
- Provide planning and preparation for in-field education and learning opportunities, and support leaders in finding educational resources for their crews

- Provide regular on-call support for crews throughout the season which includes day coverage and regular overnight support (average of one night/week overnight support)
- Respond to crew emergency situations, including last-minute travel and overnight stay
- Complete end of season wrap-up and data entry
- Conduct day and overnight site visits, including camping with the crew and traveling through the region
- Step in and support crews by Leading when Crew Leaders are using personal leave days, requiring overnight support

Program Logistics:

- Assist with pre-season logistics such as food, tool, gear, and equipment purchasing
- Manage in season logistics including vehicle repairs, tools and equipment
- Attend program events such as weekend crew start-ups and closures
- Assist with the recruitment, interviewing, and hiring of conservation crew members
- Assist with crew member recruitment and outreach events
- Complete season wrap up, inventory, equipment management, and data entry

Crew Leader Training:

- Prepare and deliver workshops to Leaders and Members
- Facilitate education programs and activities to crews in the field

Required Qualifications, Knowledge, Skills and Abilities

- Ability to uphold and enforce all VYCC policies and principles
- One year of experience supervising, mentoring, or leading young adults
- Experience in one of our project areas including trail maintenance, habitat restoration, and/or carpentry
- Exceptional time management, organizational, and communication skills
- Excellent empathy, compassion and conflict management skills
- Ability to work both collaboratively and independently
- Ability to spend up to one week camping with crews for training, supervision, and emergency response
- Ability to work evenings and weekends
- Strong large group facilitation skills
- Valid driver's license with good driving record for at least 3 years
- Wilderness First Aid and CPR, or equivalent

Even if you do not meet all the qualifications, we would still love to meet you!

About VYCC's Culture, Workplace, and Compensation & Benefits

Vermont Youth Conservation Corps

The VYCC is a 501c3 nonprofit focused on engaging young people in service, work, conservation, and agriculture. Since 1985, VYCC staff have provided valuable work and learning opportunities to youth and young adults from across the country and from nearly every town in Vermont. Our model is strong and simple: young people, working together, guided by highly trained leaders, completing priority projects in conservation and agriculture.

Excellence and Equal Opportunity at VYCC

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

Our Workplace

This position is based out of the Vermont Youth Conservation Corps Headquarters Office at the historic West Monitor Barn, in Richmond, VT. Our office is a collegial, bustling, and fun open office atmosphere, which offers staff opportunities to interact and collaborate. Staff members can balance working remotely and on-campus in collaboration with their team schedule. Field Supervisors split their time between outdoor work, visiting crews, visiting project sites, and office work. Field Supervisor positions require frequent overnights in the field during the season. Staff enjoy the perks of the Farm at VYCC and forest campus year-round, as well as the happenings of nearby downtown Richmond.

Compensation & Benefits:

- \$817/week salary, exempt from overtime
- Eligible for medical and dental insurance, Health Savings Account (HSA) with matching contribution; disability and group life insurance
- Compensated time off and sick time with supervisor approval
- Mileage reimbursement or access to an organization vehicle for all work-related travel
- On-going professional development
- Annual gift card to the VYCC farmstand (organic produce and eggs)

How to Apply

Please complete our VYCC General Application (<http://bit.ly/VYCCapp>), to which you'll upload a cover letter, resume, and contact information for three professional references. No calls, please.