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Build community
Work & learn
With the land



VERMONT
YOUTH
CONSERVATION
CORPS

VYCC Conservation Program Advanced Trail AmeriCorps Crew Member

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.

These projects are made possible through VYCC's partnership with AmeriCorps.

Position Summary

Advanced Trail Crews complete trail projects including trail maintenance, dry stone masonry, new trail construction, and more, often in backcountry settings. Advanced Crew Members gain the technical skills to help them be competitive in their next adventures, complete projects that benefit Vermont's people and landscapes, and build their networks by working alongside project partners.

A successful Advanced Crew Member is ready to be part of a supportive and inclusive crew community, navigate and learn from challenges, and strive towards personal and professional growth. Being on a Conservation Camping Crew is an immersive experience. Corps Members complete projects during the day and camp together at night, completing chores and other logistics. All Crews work and camp together Monday through Friday and have weekends off.

Essential Functions

Project Accomplishments

- Complete high-quality projects efficiently at or close to a production level pace
- Help collect, process, and organize data collected in the field
- Serve approximately 40 hours/week on projects, and an additional 10-15 hours/week on community activities, camp tasks, and training, with potential for some longer hours
- Perform service safely in all weather conditions, including bringing all personal safety gear to the project site and using tools and equipment properly
- Follow instructions from VYCC staff and project partners to learn technical skills and complete projects

Crew Community Building

- Follow all principles, practices and policies of VYCC and AmeriCorps, including maintaining a drug-free worksite and campsite
- Independently complete daily crew chores and tasks, both at the project site and the campsite
- Help create a supportive and inclusive crew community
- Set professional and personal goals and engage with supervisor to assess progress and receive feedback throughout the season
- Be flexible and adaptable as schedules and projects have potential to shift throughout the season

Education and Training

- Participate in a variety of trainings, including VYCC and AmeriCorps Orientations and additional enrichment activities. These training hours will not exceed 20% of the total number of member hours
- Participate in learning and growth opportunities throughout service

Required Qualifications

- Be at least 18 years of age
- Be a U.S. citizen, a national, or legal permanent resident non-citizen of the U.S.
- Be a high school graduate or have a GED certificate, or be willing to work towards their GED as part of their service-year successful completion requirement
- Have not been convicted of murder or sexual assault and be willing to undergo a National Service Criminal History Check. The member will have access to vulnerable populations
- Commitment to the mission of AmeriCorps and The Corps Network
- Prior trails and/or extensive backcountry experience
- Ability to perform strenuous physical work safely in all weather conditions
- Ability to hike in steep or uneven terrain, lift and carry heavy tools, gear or materials
- Eagerness for extensive camping with limited accommodations and support

Preferred Qualifications

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

Weekly Schedule

Each week starts at our headquarters in Richmond, VT. Members arrive early on Monday morning to prepare to leave headquarters with their crew by 7:30am. At 7:30am, members drive to the project site with their crew. Members 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. Members must take a mandatory ½ hour lunch each service day that does not count toward term hours.

Members have additional responsibilities at the campsite outside of these hours. Occasionally, Crew Members will have responsibilities on weekends, including for trainings, preparing for and returning from time off, and the end of the season closure.

Work Environment

Corps Members spend most of their time outdoors, working with their crew while also interacting with project partners, community members, and VYCC staff. Positions require camping with the crew.

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:

- AmeriCorps Living Allowance paid bi-weekly: \$595/week
- Segal Education Award (dependent on length of service):
 - 675 Hour term: \$2,626.27
 - 300 Hour term: \$1,459.26
- Food/Housing: Camping is required Monday-Thursday. Food is provided when in the field (Monday night-Friday afternoon)
- Wilderness First Aid and CPR training provided
- Organizational dedication to on-going professional development
- Career pathways support through VYCC’s Community Engagement Manager and program staff
- Paid time off, combination of scheduled break time and flexible personal days depending on position and duration of employment.

Terms of Service and Dates of Service:

675 Hour (Reduced half-time) term from June 3 – November 2, 2024

300 Hour (Minimum-time) term from June 3 – August 10, 2024

300 Hour (Minimum-time) term from September 2 – November 2, 2024

Name:	Date:
Signature:	