



Conservation: Seasonal Day Crew Leader

Location: Richmond, Vermont

Dates: May 25, 2026 – August 8, 2026

Weekly compensation: \$765-\$810

Age requirement: 21+

Who We Are

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.

With a 40-year history in the state, VYCC crews have completed thousands of conservation projects. Corps Members work and learn together in a collaborative crew environment where they gain skills, build community and have a positive impact on the land. Projects range from trail building to infrastructure improvement at State Parks, sustainable forestry to invasive plant management, and more. In every case, Corps Members receive paid training and support from VYCC staff. The experience is immersive and physically demanding. With that challenge also comes tremendous personal reward. For young people passionate about the outdoors, joining VYCC is a great opportunity to steward the environment while also developing valuable leadership skills.

Who We're Looking For

A successful Conservation Crew Leader is someone who strives to support their crew, faces challenges with a positive attitude, and works toward personal and professional growth. We look for hard-working individuals who will demonstrate their passion for environmental stewardship and public service through a commitment to VYCC's mission. They will bring experience or interest in developing skills in teaching, mentoring, or group facilitation.

Crew Leaders work with their crews to complete trail, water quality, carpentry, and forest health projects.

What You Can Expect

The Burlington Day Crew will typically work Monday – Friday, 8:00AM – 4:30PM each

day. At times, the crew might work Monday – Thursday, 7:00AM – 5:30PM. Crew Leaders should plan on arriving to the meet-up spot in Burlington ~15 minutes before the start of the project and will typically spend an additional 15-30 minutes at the end of each project day to complete administrative tasks and prepare for the following day. At the end of each project week, the crew will spend time completing tool maintenance and completing weekly paperwork. Project schedules are varied, and Crew Leaders might operate several different schedules throughout the field season.

Crew Members operate in a day-based capacity; Crew Leaders may need to camp at times throughout the season depending on crew needs. Having local housing in the Burlington area is not a requirement for the position; however, having housing in the area will decrease the likelihood of needing to camp as part of the position.

Throughout the week, Leaders must complete projects and associated administrative tasks (e.g. project outcomes reporting) to a high standard of quality. This results in an average of 45-55 hours per week. Completing scheduled tasks may take longer than 55 hours, depending on the Leaders' level of organization and/or the crew's efficiency and needs.

A successful Crew Leader fosters an inclusive and supportive crew community, helps Crew Members navigate challenges and celebrate successes, and provides 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.

VYCC crews may be called upon by the state of Vermont to respond in the event of a natural disaster. Disaster relief work is opt-in. If you are interested in serving on a disaster relief crew, inquire about this option during your interview.

What We'll Expect from You

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 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, and more)

Project Management

- Facilitate daily framing and debrief sessions with your crew
- Uphold a high standard of quality and efficiency on the project site while also prioritizing safety 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, 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
- 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

Compensation & Benefits

- Weekly stipend: \$765-\$810, dependent on experience
- Wilderness First Aid and CPR 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](#)

Equal Opportunity at VYCC

Are you concerned that you don't meet all the requirements of this position? Please apply anyway. VYCC is dedicated to building an inclusive, diverse, equitable, and accessible work environment that fosters a sense of belonging – so if you're excited about this role but your experience doesn't align perfectly with everything in this job description, we encourage you to apply anyway. You may be just the right candidate for this role or another one of our openings!