Take action
Build community
Work & learn
With the land

VYCC VERMONT YOUTH CONSERVATION CORPS

Conservation: Year-Round Crew Leader

Location: Richmond, Vermont
Dates: May 10, 2027 – November, 2028 (exact end date TBD)
Weekly compensation: $805
Age requirement: 21+

Who We Are
VYCC is a mission-driven organization where we strive to take action and build community by working and learning together with the land. 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 over 40 years of 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 Year-Round Crew Leader strives to support crews and faces challenges with resilience. We look for individuals who will demonstrate their passion for conservation and participant skill development through a commitment to VYCC's mission. They will bring experience or interest in teaching, mentoring, and group facilitation.

The Crew Leader role is an opportunity to advance leadership and technical skills in a professional environment. Year-Round Crew Leaders have the unique opportunity to do this work full-time all year round, adding new skill-building capacity during the winter months. Skills developed in the first year are built upon in the following

year. Ideal candidates are dedicated to professional growth and can commit to 20 months of training and field work.

What You Can Expect

The work plan for this position includes field projects from May through November. During the winter "off season," Year-Round Crew Leaders will engage in continued field project work and program support tasks including logistics, recruitment, and administration.

In the spring, Year-Round Crew Leaders work together as a Peer Crew. They receive paid training in leadership and technical skills and complete several spring field projects. In the summer, the Peer Crew disbands and Year-Round Crew Leaders transition to leading crews of young adult Crew Members. These crews run through the summer and fall seasons.

Crews operate in both day-based and camping models with the majority of projects requiring camping from mid-April to mid-November. Staff-led training occurs throughout the year in preparation for fieldwork.

During the field season, Crew Leaders work with their crews to complete trail, water quality, carpentry, and/or forest health projects. Each week starts at VYCC Campus in Richmond, VT. Leaders arrive on Monday at 7:30am to meet their crews and drive to their project site. Leaders are required to camp in the field with their crew throughout the week. Crews come back to headquarters every Friday to unpack, clean gear, and have the weekends off. Project schedules vary, and Crew Leaders might operate on several different schedules throughout the field season

Throughout the week, Leaders ensure camp life runs smoothly and that projects are completed on time and to a high standard of quality. Leaders are also responsible for developing their Crew Members' professional and technical skills both in camp and on the project. Other responsibilities include making sure the crew collaborates on camp chores and completing administrative tasks (e.g. submitting weekly project reports). Leaders work and live with their crew the whole time. This results in an average of 45-55 hours per week. Completing scheduled tasks may take longer than 50 hours, depending on the Leaders' level of organization and/or the crew's efficiency and needs. Intensive field time is followed by scheduled break time (time not counted towards annual personal leave) to help create a sustainable schedule.

During the winter months (January – March), Year-Round Crew Leaders have the opportunity for skill development in logistical support, vehicle fleet management, recruitment and hiring, and technical skills. Year-Round Crew Leaders help support the Conservation Team debrief and planning sessions after the field season concludes. Leaders complete winter projects (e.g. forestry management) as a Peer Crew.

Year 1		Year 2			
May - October	**November - December**	**January - March**	**March - May**	**May - October**	**November**
Summer leader training	Season close-out tasks	Individualized winter tracks	Spring peer projects	Summer training – help facilitate	Season close-out tasks
Lead summer and fall young adult camping crews (usually co-leading)	Peer projects/project wrap-up	Winter peer projects Examples of previous individual tracks: supporting recruitment/hiring, supporting program logistics, supporting program project management, preparing to facilitate future trainings, other tasks to promote skill building and learning opportunities	Complete spring peer projects, facilitate training workshops, mentor new YRCLs and new leaders	Lead summer and fall young adult camping crews (usually solo leading)	Transition to next steps with VYCC support
Base stipend		Stipend increase		Stipend increase	

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, 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

Winter Months (December – February)

- Logistical support (gear and tool maintenance)
- Vehicle fleet management (routine vehicle and trailer maintenance)
- Recruitment and hiring support
- Professional technical skill development
- Supporting program season debriefs and planning sessions
- Winter project work (typically forest management projects) with VYCC and potentially with partnering organizations

Required Qualifications

- At least 21 years of age
- Prior experience in project areas (trails, carpentry, forestry, water quality), outdoor experience (camping), and/or outdoor leadership
- Ability to perform strenuous physical work safely in all weather conditions (heat, humidity, rain, cold, snow, etc.) 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, VYCC can help connect applicants with housing options
- 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
- Ability to camp with crew for most of the field season
- Ability to work some evenings and weekends
- Desire and motivation to build a career in conservation

Compensation & Benefits

- Weekly stipend: $805
    - Compensation increases are structured into this position based on performance and achievement of specific milestones (refer to the calendar in the "What You Can Expect" section for more details)
- Reimbursement for health insurance
- Compensated time off (personal leave) and sick time with supervisor approval
    - During peak field season there are blackout dates where we cannot accommodate time away from field responsibilities
- On-going professional development with potential certifications in Game of Logging (1-4), OSHA 10, WFA/CPR, Rigging, and more
- Potential to earn up to 12 free college credits
- Annual gift card to the VYCC farmstand (organic produce and eggs) – open seasonally (usually May – October)

Equal Opportunity at VYCC

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!