

Crew Member, Leadership Development



POSITION: Member, Leadership Development Program

CLASSIFICATION: Seasonal

LOCATION(s): Crew will start and finish in Boise, ID; work and living in the Frank Church National Wilderness (ID) for the duration of their term

COMPENSATION: Members receive a living allowance of \$ \$1,690 prorated through their term of service. An AmeriCorps Education Award of \$1,612 will be awarded upon the successful completion of the program.

TERMS OF EMPLOYMENT: 450 Hour AmeriCorps term of service

PROGRAM DATES: 3/27/20 – 05/03/20

Organization Background

Idaho Conservation Corps (ICC) is part of Northwest Youth Corps (NYC), a non-profit organization dedicated to empowering youth and young adults to become successful, resilient members of their communities. To achieve this, NYC provides a variety of outdoor, conservation-specific programs to youth and young adults throughout the Northwest emphasizing education, leadership, and personal growth.

Since 1984, NYC and its resource management partners have provided opportunities to over 19,000 youth and young adults to learn, grow, and experience success. NYC's programs serve over 800 youth and young adults annually, with programs operating in Oregon, Washington, Idaho, and California.

Position Description:

The Leadership Development Program (LDP) was created to offer leadership training to aspiring outdoor leaders interested in pursuing employment with conservation corps and outdoor programs. The LDP integrates team-based work projects, education, and on-site vocational training into a curriculum that prioritizes leadership growth, and the development of conservation work skills. Participants will develop hard skills working on conservation and recreation projects while developing the soft skills required to successfully lead groups in the outdoors.

LDP participants will spend five weeks living, working and growing together as a 10 person crew in the remote backcountry of the Frank Church River of No Return National Wilderness. Shortly after orientation participants will be flown into the backcountry where they will be residing and working for five weeks, abiding by national wilderness regulations. You can expect to work long days completing physical labor projects in any kind of weather. You'll return to camp after work and begin the daily chores which include meal prep, water collection and treatment, and tool maintenance. After dinner we wash up and tidy camp before rolling into the daily lesson plan from our Leadership Curriculum. Lessons are typically followed by some discussion and a formal debrief before lights out.

A major focus of the Leadership Development Program is the educational curriculum that accompanies the experience. The curriculum is based around experiential learning and centers on real world application of risk management, logistical

needs, situational leadership, and group dynamics. Throughout the LDP every facet of Conservation Leadership is examined through evaluation and constructive feedback. There is a strong focus on your development as an outdoor educator and this program. You will be responsible for teaching your peers a lesson plan of your choosing that will demonstrate your ability as a teacher.

This is a team-based experience where you learn by doing! You will graduate with sore muscles, new depth and insight into your leadership skillset, and a wealth of new employment opportunities in the outdoors.

Through these challenging and rewarding experiences, our programs consistently help members become resilient, disciplined, empathetic and strong. A high value is placed upon interpersonal dynamics and the development of robust workplace skillsets.

Training/Professional Development:

Participants are provided a comprehensive training which, depending on your crew's projects may cover the following topics:

- Leave No Trace Principles and Practice
- Basic Trail maintenance and Construction
- Crew Management and Motivation
- Conservation Education
- ICC Leadership Philosophy
- Diversity, Equity and Inclusion
- Risk Management and Safety Procedures
- Tool Use and Maintenance

Duties and Responsibilities:

Work Project Participation – Crew Members will be part of a nine person crew led by one staff member. Crew Members are responsible for the safe completion of assigned projects promptly to predetermined specifications under the direction of their Crew Leader. They work closely with program staff and other participants, paying specific attention to safe workplace practices, proper tool use, work quality, and efficiency. Participants will work on high priority conservation projects for land management partners for the Forest Service in helping to rebuild and restore a high priority trail. This crew will have specialize in wilderness protocol and will receive training and certification appropriate to that theme.

Development & Education: - Crew Members participate in informal and formal educational discussions. An Individual Development Plan will be created by each member to foster self-improvement and reflection throughout the program. Participants will have the opportunity to earn industry-recognized credentials.

Required Qualifications:

- Desire to learn and grow
- 19+ years old
- Excellent judgment
- Ability to, give and take feedback
- Hike several miles, and be on foot for 8-10 hours per day
 - *In accordance with 45CFR 2520.65, AmeriCorps members may not perform prohibited service activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in the activities. Prohibited service activities are outlined in the Service Agreement and AmeriCorps member manual.*
- Ability to lift 50 lbs.
- High School Diploma, GED
- Positive mental attitude, flexibility and commitment to success
- Ability to pass a criminal history background check

Typical Hours: Schedules can vary. Typical scheduling will be project work Monday to Friday. Weekends or days off will take place in the backcountry. All members will be accountable to ICC policy and procedures during this time. Members must complete a minimum of 450 hours of service, averaging 40-45 hours a week - including work, training, education, and travel time — a 30-minute lunch and at least two breaks each day. No vacation time is provided during the 5-week immersive program.

To Apply: Please complete applicant registration materials at <https://www.idahocc.org>

Questions/Contact: Rebecca Cashero, Recruitment Coordinator, at Rebeccac@nwyouthcorps or by phone at (541) 743-8591.

Idaho Conservation Corps is an Equal Opportunity Employer - Our core purpose is to provide opportunities for youth and young adults to learn, grow, and experience success. We believe diversity is a key source of strength for our communities, and we strive to create a safe and empowering environment for participants from a wide range of backgrounds and abilities. We are deeply invested in the success of youth and young adults of all races, ethnicities, gender identities, religions, sexual orientations, economic statuses, or other socio-cultural identifiers.

