



Crew Member, Young Adult Programs



POSITION: Member, Young Adult Session II

CLASSIFICATION: Seasonal

LOCATION(s): Crews travel throughout the state – Based out of Boise, ID

COMPENSATION: Members receive a living allowance of \$3,250 prorated throughout their term of service, in addition to a \$1,612 AmeriCorps Education Award upon the successful completion of the program.

TERMS OF EMPLOYMENT: 450 Hour AmeriCorps term of service

PROGRAM DATES: 06/08/2020 – 08/21/2020

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:

ICC's young adult programs are innovative AmeriCorps service programs designed to provide hands-on training and experience to those interested in pursuing employment with conservation corps, land and water resource management agencies, and other outdoor careers. Our program integrates team-based work projects, education, and on-site vocational training into an experience that prioritizes personal development and conservation work skills. The position is challenging.

- Participants work on physically demanding conservation projects in all kinds of weather.
- A highly structured immersive experience, in an environment that does not allow for much independent time away from the crew, time in "civilization," or access to electrical power.
- We focus on the concept of community within our crews. Being present with one another and not on cell phones until after 8:00 PM each evening (we intentionally "unplug").
- Participants engage in many group activities each day to help the crew function, including meal prep, water treatment, and tool maintenance, followed by a family-style dinner and formal educational sessions.

- Participants are actively mentored and empowered by their leader and expected to take on increasing leadership roles within the crew, including acting as a “leader of the day/week” by the end of the program.
- **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:

- USDA Chainsaw/Crosscut operation and maintenance
- 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 six-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 like the Forest Service, BLM, and Bureau of Reclamation. Some crews may be focused on the construction of bridges and kiosks, while others focus on the restoration of at-risk landscapes and watersheds. Other projects may include fuels reduction or GIS mapping and surveys. Each crew will have a project specialty 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:

Most crews will work a 9 day on 5 day off schedule conducting project work Tuesday through the following Wednesday throughout their 9-week experience. 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 9-week immersive program.

To Apply: Please complete applicant registration materials at <http://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.