

Crew Leader, Young Adult Programs



POSITION: Crew Leader, Young Adult programs

Position Type: Seasonal

LOCATION(s): Various - based out of Boise, ID

COMPENSATION: \$100/day in field season; \$250 for duration of staff training.
A \$2/day bonus is available for field staff possessing a current WFR/EMT/WEMT certification.

BENEFITS: Paid leadership training, professional trainings and certifications available, lodging and transportation provided while on hitch.

PROGRAM DATES: (indicate preferred session in application)

Session 1	4/17/20-7/31/20
Session 2	5/22/20-8/21/20
Session 3	7/5/20-10/16/20

QUESTIONS/CONTACT: Rebecca Cashero, Young Adult Recruitment Coordinator, (541) 743-8591 or Rebeccac@nwyouthcorps.org

Organization Overview:

Idaho Conservation Corps (ICC) has operated in Idaho since the summer of 1992. ICC is a part of the 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, ICC provides a variety of outdoor, conservation service programs to youth and young adults throughout Idaho emphasizing education, leadership, and individual growth. Since 1984, NYC/ICC and its resource management partners have provided opportunities to over 22,000 youth and young adults to learn, grow, and experience the natural world. NYC's programs serve over 900 youth and young adults annually, with programs operating in Oregon, Washington, Idaho, and California.

NYC engages youth and young adults from all walks of life, offering experiences that propel corps members into future opportunities and careers. Hard and soft skills are taught and reinforced throughout the member's term through formal practical trainings. NYC strives to provide program participants with the skills and competencies needed to succeed in a wide variety of professional environments and life circumstances.

Position Description:

Crew leaders manage and supervise conservation crews of five young adults, ages 19 and up, over the course of a 10-week session. Leaders and AmeriCorps participants typically work 9-day hitches with 5-days off in between, though schedules may vary. While on hitch, crews spend work days together and evenings in camp. While on hitch, field staff will be responsible for completing a variety of hands-on, conservation-oriented projects on public and private lands, and implementing a highly structured camp experience, including facilitation of group meals and outdoor education curriculum. Crew leaders are balanced individuals who must possess an inspirational charisma, embodying compassion and

patience. In many ways our leaders teach our participants how to navigate a challenging work and social environment with grace and positivity.

This seasonal position not only allows crew leaders to deliver an impactful, educational experience to young people in their communities, but can also provide an entry-point into the fields of natural resource management, youth development, and outdoor education.

Staff Training/Professional Development

All Leaders will be provided comprehensive training that covers:

- USDA Chainsaw operation and maintenance
- NYC Leadership Philosophy
- Basic Trail maintenance and Construction
- Crew Management and Motivation
- Conservation Education
- Risk Management and Safety Procedures
- Diversity, Equity and Inclusion
- Behavior Management
- Time Management
- Driver Training
- Tool Use and Maintenance
- Anaphylaxis training

Duties and Responsibilities:

Leadership and Mentorship – Leaders manage, supervise, and participate in all aspects of crew work from hauling rocks to stacking brush. The leader maintains discipline, resolves conflicts, and establish/maintains crew morale. Leaders provide formal and informal feedback to corps members with specific attention to work productivity and quality and teamwork. Crew leaders work to empower participants to build the skills necessary to lead the crews themselves. Crew leaders receive feedback on their performance and are challenged to develop their own leadership skills within this program.

Safety and Risk Management - Oversee the physical and emotional safety of program participants at all times. Safety is the number one priority in everything we do, including work, education, and recreation. This includes not only the physical safety of participants but their mental and emotional safety as well. Leaders will be responsible for transporting the crew and equipment, to and from the worksite daily, safely in ICC's fleet vehicles.

Project Management & Implementation - Leaders are responsible for safely completing conservation projects by training, working with and supervising crews over a 40 hours/week. Developing skills and effectively delegating responsibilities to make your crew as efficient as possible is critical to successful leadership in our programs. Leaders serve as the principal liaison between project sponsors and members of the local community. In the field, leaders provide direction to their crew with specific attention to safe work practices, proper tool use, work quality, and productivity. Crew leaders are mentors and role models, setting the pace and tone of the project site. This position is physically, emotionally, and mentally demanding. Leaders will lift heavy loads, walk long distances, and should expect to find each project physically challenging.

Education - Leaders implement daily lessons based on NYC's education curriculum (SEED), which incorporates environmental education, life skills development, nutrition and health, and job readiness credentials. Crew leaders track participant's progress throughout the program. Crew leaders are encouraged to bring their own skills and experiences to the education curriculum and use natural surroundings to capitalize on teachable moments.

Required Qualifications:

- Sense of humor, spirit of adventure, and desire to make a positive difference in the lives of others and the environment
- At least 21 years old
- Current Wilderness First Aid (or higher) and CPR certification
- Current Driver's License
- Clean driving record for the past three years (Driver's License Background Check required)
- Recreational/professional outdoor experience
- Excellent organization and time management skills
- Ability to lift and/or move up to 70 pounds and backpack 12 miles



- Willingness and ability to frequently drive an ICC vehicle
- Ability to work collaboratively and promote teamwork
- Good judgment and decision-making skills
- Experience/desire in working with diverse populations
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job

To Apply

Please, fill out an application through Idaho Conservation Corps at <http://www.idahocc.org/Staff/FieldStaff>

OR

Send a cover letter and resume to Rebecca Cashero at Rebeccac@nwyouthcorps.org with “ICC Young Adult Leader” in the subject line or call (541) 743-8591. Additional program information can be found at <http://www.idahocc.org/>.

Idaho Conservation and Northwest Youth 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 status, or other socio-cultural identifiers.