

Crew Leader, Youth Programs



POSITION: Field Leader, Youth Corps Camping, Seasonal

LOCATION(s): Crews travel throughout the state - based out of Boise (ID)

BENEFITS: Leaders are compensated \$250 for successful completion of a 10-12 day staff training, and are paid \$98/day, or \$100/day if leader obtains a Wilderness First Responder certification (estimated \$6,860 for term). While overseeing crews, leaders are provided a day off every other weekend and have 5-6 days off during the mid-summer break.

PROGRAM DATES: 05/21/2021 – 08/21/2021

QUESTIONS/CONTACT: Cassie Connolly, Community Engagement and AmeriCorps Coordinator, at cassiec@nwyouthcorps.org or by phone at (208)-509-1619.

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, productive members of their communities. To achieve this, ICC provides a variety of outdoors, conservation service programs to youth and young adults throughout Idaho emphasizing education, leadership, and personal growth. Since 1984, NYC/ICC and its resource management partners have provided opportunities to over 22,000 youth and young adults. 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 to provide a multifaceted experience that propels them forward into new opportunities and careers. Throughout the member's term of service, hard and soft skills are taught and reinforced through formal practical trainings and the mentorship of partners and NYC staff. NYC strives to provide program participants with skills and competencies needed to succeed in a wide variety of professional environments and life circumstances.

Position Description:

Youth Corps Camping (YCC) Crew Leaders co-lead, manage, and supervise conservation crews of nine youth, ages 16-18, over the course of the summer. The summer season is broken down into two five week sessions, so leaders oversee two separate groups over their term of service. While on session, Crew Leaders will be responsible for completing a series of conservation-oriented projects on public and private lands, as well as facilitating daily lessons using our accredited outdoor education curriculum. Crew leaders are self-disciplined individuals who possess both patience and empathy, as well as an inspirational spirit.

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

Leader Training/Professional Development:

All Youth Corps Camping Field Leaders will be provided a 12 day comprehensive training and will cover the following topics:

- 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. They work cooperatively with their co-leader to delegate responsibilities to crew members, maintain crew discipline, resolve conflicts, and establish/maintain crew morale. Leaders provide formal and informal feedback to corps members with specific attention to productivity and teamwork. 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 to high standards by training, working with, and supervising crews of nine to ten teenage youth, 30-40 hours/week. They will serve as the principal liaison with project sponsors and members of the local community. The Leaders' principal role, however, will be to manage and motivate their crew of youth. In the field, they will provide direction for their crew with specific attention to safe work practices, proper tool use, work quality, and productivity. Leaders are mentors and role models, they set 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. Field leaders track corps member participation and progress throughout the program. Field leaders are encouraged to bring their own skills and experiences to the education curriculum and use natural surroundings to facilitate teachable moments.

Required Qualifications:

- At least 21 years old
- Current Wilderness First Aid or higher and CPR certification (individuals with a WFR are eligible for an additional \$2/day)
- Current Driver's License and clean driving record for the past three years (Driver's License Background Check required)
- Recreational/ professional outdoor experience, accustomed to living for periods of time without modern conveniences
- Excellent organization and time management skills
- Ability to lift and/or move up to 70 pounds
- Willingness and ability to frequently drive an NYC vehicle
- Ability to work collaboratively and promote teamwork
- Strong communication skills
- Good judgment and decision making skills
- Sense of humor, spirit of adventure, and desire to make a positive difference in the lives of others and the environment
- 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

Apply online at www.nwyouthcorps.org/JoinNYC. Contact cassiec@nwyouthcorps.org or by phone at (208)-509-1619, if you have any questions about your application. Additional program information can be found at www.idahocc.org.

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.