



Crew Member, Young Adult Programs

POSITION: AmeriCorps Crew Member, Seasonal

LOCATION(s): Various, but starting and ending in Eugene, OR or Lake Wenatchee, WA

BENEFITS: Members receive a living allowance of \$2,600 prorated through their term of service, along with earning a \$1,638 AmeriCorps Education Award upon the successful completion of the program.

QUESTIONS/CONTACT: Rebecca Cashero, Young Adult Recruitment Coordinator, (541)-239-7173 or RebeccaC@nwyouthcorps.org.

ORGANIZATIONAL BACKGROUND:

Since 1984, Northwest Youth Corps (NYC), a non-profit organization, has given tens of thousands of youth and young adults opportunities to learn, grow, and experience success. Through partnerships with conservation agencies, youth and young adults gain the personal and professional skills needed to carry out a variety of stewardship projects, from which they can earn a stipend, high school credit, and/or an AmeriCorps educational award. More importantly, these young people gain skills needed to become economically and socially self-sufficient, benefit their communities as citizen stewards, and recognize that they can make a positive difference. NYC also operates an accredited charter school, internship program, and the Idaho Conservation Corps (ICC).

Position Description:

NYC'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 and terrain.
- Our program is 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 intentionally on the concept of community within our crews, which means we focus on being present with one another and do not use cell phones until after 8PM 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 during their term of service. Training will not exceed 20% of total member service hours. Depending on your crew's projects, training **MAY** cover the following topics:

- USDA Chainsaw/Crosscut 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
- Driver Training
- Tool Use and Maintenance
- First Aid
- Anaphylaxis training

Duties and Responsibilities:

Work Project Participation – Crew Members will be part of a four-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.

Development & Education: - Crew Members participate in informal and formal educational discussions. A Participant Success 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*
- *High School Diploma, GED*
- *Ability to lift 50 lbs., hike several miles, and be on foot for 8-10 hours per day*
- *Positive mental attitude, flexibility and commitment to success*
- *Excellent judgment*
- *Ability to listen, give and take feedback*
- *Desire to go the extra mile to make a positive impact on oneself, others and the environment*
- *Ability to pass a criminal history background check*

Hours:

Though schedules can vary, most crews will conduct project work Monday through Friday throughout their experience. On Saturday and Sunday, crews will stay together to conduct resupply, shower, do laundry and participate in recreational activities (e.g., a hike). Members must complete a minimum of 450 hours of service, averaging over 50 hours a week - including work, training, education, and travel time — a 30 minute lunch and at least two breaks each day. This 30 minute lunch break does not count toward AmeriCorps member service hours. *No vacation time is provided during the 9-week immersive program.*

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 statuses, or other socio-cultural identifiers.

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.

X

Member Signature

Date