POSITION: Crewleader, Tribal Stewards Program – Chemawa Youth Program

Position Type: Seasonal

LOCATION(s): Eugene, OR

COMPENSATION & BENEFITS:
Crew leaders:
- NYC offers paid training at $25/day
- $78/day for leaders hired as Assistant Crewleaders (determined after staff training)
- $86/day for leaders hired as first time Crewleaders (determined after staff training)
- $92/day for leaders that are returning to NYC as Crewleaders (have led NYC crews previously)

Professional trainings and certifications available, food, lodging and transportation provided. Leaders that may want to serve in NYC’s summer programs may be able to jump from this program into other opportunities.

TRAINING DATES: 4.15.19 – 4.29.19

PROGRAM DATES: 5.3.19 – 6.7.19

APPLICATION PROCESS: Please complete applicant registration materials at https://www.nwyouthcorps.org/joinNYC

QUESTIONS/CONTACT: Angela Noah, Tribal Stewards Inclusion Coordinator, angelan@nwyouthcorps.org or Rebecca Cashero, Young Adult Recruitment Coordinator, rebeccac@nwyouthcorps.org

Organization Overview:
Since 1984, Northwest Youth Corps (NYC) is a non-profit organization that provides unique work training experiences that empower youth and young adults to become successful, resilient members of their communities. To achieve this, NYC provides a variety of outdoors, conservation-specific programs throughout the Northwest that emphasize leadership, growth and personal success. NYC partners with agencies like the U.S. Forest Service; National Park Service and Bureau Land Management to provide strenuous field-based work projects. NYC’s programs serve over 1100 youth and young adults annually, with programs operating in Oregon, Washington, Idaho, and California. Idaho Conservation Corps (ICC) is a program of Northwest Youth Corps.

NYC engages youth and young adults from all walks of life and provides a multifaceted experience that helps propel them into future opportunities and careers. Hard and soft skills are taught and reinforced throughout the member’s term through a formal practical trainings and mentorship of partners and NYC staff. NYC strives to provide program participants the skills and competencies needed to succeed in a wide variety of professional environments and life circumstances.

NYC is honored to share a growing partnership with Chemawa Indian School, a Native American boarding school of 400 students from different tribal communities represented across the U.S. Chemawa is based in Salem, Oregon with
programs beginning and ending in Eugene, Oregon. The Chemawa Programs offers students paid residential workforce training opportunities while engaging them in stewardship of the outdoors. Students often continue into NYC’s summer youth programs, which benefit from the strong participation of Indigenous youth.

**Position Description:**
The Chemawa Program Field Leader(s) will manage and supervise conservation crews of nine youth, typically ages 16 to 19, over the course of a 5 week session. Field staff and participants will work up to 40 hours a week, most schedules will be Monday through Friday though schedules may vary, while spending evenings in camp. While on session, field staff will be responsible for completing a variety of hands-on, conservation-oriented projects on public and private lands, working with cultural competency and facilitating lessons using our accredited outdoor education curriculum. Crew leaders are well-balanced individuals who work hard and embody compassion, patience, and an inspirational attitude.

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. Opportunities to work with NYC in other capacities during the summer/fall may also be available.

**Staff Training/Professional Development**
All Leaders will be provided a 10-day comprehensive training which 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 work productivity and quality, teamwork, and leadership. 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 NYC’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-ten teenage youth 30-40 hours/week. They will serve as the principal liaison with project sponsors and members of the local community. The Field Leaders’ principal role, however, will be to manage and motivate their crew of youth. In the field, they will 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 who 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. Crew leaders track corps member participation and progress throughout the program. Crew leaders are encouraged to bring their own skills and experiences to the education curriculum and use natural surroundings for teachable moments.

**Required Qualifications:**
At least 21 years old
Current Wilderness First Aid or higher and CPR certification
Current Driver’s License had for 3 years minimum
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 NYC vehicle
Ability to work collaboratively and promote teamwork
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

Highly Desired Qualifications:
Native American or tribally affiliated, or significant experience working in tribal communities

To Apply
Apply online at www.nwyouthcorps.org/JoinNYC. Please indicate “Chemawa Crew Lead” in your Cover Letter before submission. Contact Angela Noah at angelan@nwyouthcorps.org or Rebecca Cashero, Young Adult Recruitment Coordinator, rebeccac@nwyouthcorps.org if you have any questions.

Additional program information can be found at http://www.nwyouthcorps.org/m/OurPrograms/TribalStewards

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.