POSITION: Field Leader, Youth Corps Community

Position Type: Seasonal, Day Program, AmeriCorps

LOCATION(s): Various- Eugene, Springfield, Hebo, Portland

COMPENSATION: Field Leaders receive a living allowance of $4,260 prorated through their term of service, along with earning a $1,612 AmeriCorps Education Award upon the successful completion of the program. Field Leaders earn $25/day during training.

LEADER TRAINING: 6.5.20 – 6.12.20

PROGRAM DATES: Summer season - for exact dates: See website

Leader Training will start and end at NYC Headquarters in Eugene, OR. Crews are based out of a specific city. Housing available for Hebo position ONLY upon request.

APPLICATION PROCESS: Please complete application materials at https://www.nwyouthcorps.org/m/staff

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

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 900 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 of service 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.

Position Description:
Youth Corps Community (YCC) Field Leaders co-lead, manage, and supervise conservation crews of eight youth, ages 14-19, over the course of the summer. The summer season is broken down into two five-week sessions so leaders will oversee two separate groups over their term of service. Crews work M-F and meet each morning at a central location in their community. While on session, Field Leaders will be responsible for completing a variety of hands-on, conservation-oriented projects on public and private lands, and facilitating daily lessons using our accredited outdoor education curriculum. Field 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.
Role Clarification: This is an AmeriCorps Corpsmember level position, NOT a staff member. While serving in this AmeriCorps volunteer position, Corpsmembers need to abide by the below restrictions:

- Corpsmembers may NOT sign/approve official documents such as AmeriCorps paperwork, member timecards, performance evaluations, disciplinary contracts, project contracts or any similar documents.
- Corpsmembers may NOT be directly involved in project acquisition or contracting.
- Corpsmembers may NOT discipline other AmeriCorps members. While they may provide guidance, facilitate crew meetings, motivate, reward and uphold safety policies on the service site, all policy violations and disciplinary action must be directed to and handled by Staff.

Staff Training/Professional Development
All Youth Corps Community Field Leaders will be provided an 8-day comprehensive training which may cover the following topics:

- NYC Leadership Philosophy
- Basic Trail maintenance and Construction
- Invasive Species Management
- 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 – Field 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 – Field Leaders 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. Field 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 - Field Leaders are responsible for safely completing conservation projects to high standards by training, working with, and supervising crews of eight 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. Field Leaders are mentors and role models and set the pace and tone of the project site. This position is physically, emotionally, and mentally demanding. Field Leaders will lift heavy loads, walk long distances, and should expect to find each project physically challenging.

Education - Field 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 for teachable moments.

Required Qualifications:

- At least 21 years old
- 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
• 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.

To Apply
Apply online at www.nwyouthcorps.org/JoinNYC. Contact rebeccac@nwyouthcorps.org or by phone at (541) 743-8591, if you have any questions about your application. Additional program information can be found at www.nwyouthcorps.org.

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.