



Crew Leader

American Sign Language Youth Camping Crew

POSITION: Crew Leader, American Sign Language Youth Crew, Seasonal

LOCATION(s): Various project locations with trainings and programs starting and ending at Lake Wenatchee, WA

COMPENSATION: \$250 for successful completion of a 10-12 day staff training. Thereafter, \$106 per day or \$108 per day with Wilderness First Responder (WFR) or Wilderness Emergency Medical Technician (WEMT) certification.

TERMS OF EMPLOYMENT: While overseeing crews, leaders are typically provided an unpaid day off every other weekend

PROGRAM DATES: 6/01/2021 – 8/29/2021

Organizational Overview

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).

Northwest Youth Corps American Sign Language (ASL) Crew has been fielded since 2015. The goals of the program are to cultivate leadership and build community for deaf and hard of hearing participants through conservation stewardship with the National Park Service.

Position Description:

Youth Corps Camping Crew Leaders co-lead, manage, and supervise conservation crews of nine youth, ages 16-19, over the course of the summer. The summer season is broken down into two (2) four or five week sessions, so leaders oversee two separate groups over their term of employment. While on session, Crew 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. Crew leaders are well-balanced individuals who work hard and embody compassion, patience, and an inspirational attitude.

While leading the ASL crew, crew leaders will be responsible for creating a safer space for their members to balance the nuances and intersectionality between personal identity and work. Leaders manage youth coming from a variety of backgrounds and are expected to navigate challenging conversations on a regular basis. Crew leaders should expect organizational support during their endeavors that may include activities led by an outside facilitator and weekly check-ins by field supervisors.

This seasonal position allows Crew Leaders to deliver an impactful educational experience to young people and also provides an entry-point within the fields of natural resource management, youth development, and outdoor education.

Leader Training and Professional Development

Youth Corps Camping Field Leaders will be provided a 10-12-day comprehensive training which MAY cover the following topics:

- USDA Chainsaw operation and maintenance
- NYC Leadership Philosophy
- Basic Trail Maintenance and Construction
- Tool Use and Maintenance
- Crew Management and Motivation
- Conservation Education
- Risk Management and Safety Procedures
- Diversity, Equity and Inclusion
- Behavior Management
- Driver Training
- Anaphylaxis and Epinephrine Application 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 safely transporting the crew and equipment to and from the worksite daily 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 up to 9 high school aged 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 to their crew with specific attention to safe work practices, proper tool use, work quality, and productivity. Leaders are mentors and role models and 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 for teachable moments.

Required Qualifications:

- At least 21 years old
- Fluency in American Sign Language at a conversational level for extended periods of time
- Culturally competent for the Deaf and Hard of Hearing community
- Current Wilderness First Aid or higher and CPR certification (individuals with a WFR are eligible for an additional \$2/day) (courses occasionally provided prior to summer program starts)
- Current Driver's License
- Clean driving record for the past three years (Driver's License Background Check required)
- Experience/desire in working with diverse populations
- Willingness and ability to frequently drive an NYC vehicle
- Ability to lift and/or move up to 70 pounds
- Recreational/ professional outdoor experience, accustomed to living for periods of time without modern conveniences
- Good judgment and decision making skills
- Excellent organization and time management skills
- Ability to work collaboratively and promote teamwork
- Sense of humor, spirit of adventure, and desire to make a positive difference in the lives of others and the environment
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job

To Apply: Please complete applicant registration materials at <https://www.nwyouthcorps.org/joinNYC>

Questions/Contact: Gregory Schmidt, American Sign Language Inclusion Coordinator, at gregorys@nwyouthcorps.org or by office/video relay: (541) 205-9549 and Direct/Cell (Text Only): (541) 613-1295.

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.