ASL Inclusion Crew Leaders

Position: Crew leader and Assistant Crew Leader for ASL Inclusion Crew

Position Type: Field Based, Seasonal

Location: Oregon

Wages: ASL Fluent Crew Leaders - $100/day

Benefits: Paid staff training, $2/day bonus for WFR/EMT/WEMT, food and transportation during session.

Position Start Date: Varies depending on program, see schedule.

Application Process: Complete an online application at www.nwyouthcorps.org/joinnyc; attach a cover letter, resume and four references.

Application Deadline: Open until filled.

Northwest Youth Corps (NYC) Crew Leaders are patient, innovative, and creative hard workers that find satisfaction helping others achieve success. They understand the value of learning by doing and find the prospect of guiding a team of deaf and hard-of-hearing youth through weeks of outdoor experience their kind of fun. Those who choose to lead an NYC youth crew are passionate about the outdoors. They are experienced adventurers and workers who have an understanding of natural communities and have an awareness of societal impact on the wild lands they treasure. Most importantly, they have a driving desire to share their wealth of knowledge and experience with the next generation.

Northwest Youth Corps Crew Leaders perform many roles and are the key to our program's success. They understand that being a leader is much more than being a boss. They have the drive, commitment, and mental toughness to carry them through the unexpected challenges that arise at the most inopportune of times; a remote location with bad weather, in the middle of trying to complete a mile of new trail, finish a bridge, or eradicate an invasive species. The position is multi-faceted and demanding, but with opportunity for enormous rewards. Successful Crew Leaders demonstrate high standards, good sense, excellent judgment, and the desire to devote themselves to the crew and program alike. The Crew Leader position requires physical aptitude, mental fortitude, and a high level of comfort in the outdoors.

Staff Training: Staff earn a $250 stipend for attending an eleven-day staff training. Training includes:

- NYC philosophy and organization
- Safety orientation
- Basic trail maintenance and construction
- Crew management
- Conservation techniques
- Judgment
- Minimum impact camping
- Backcountry camping and travel (in applicable programs)
- Behavior management
- Working with youth on medications
- Driver training (15-passenger vans and mini-buses)
- Chainsaw operation and maintenance
- Tool use and maintenance
- Anaphylaxis training

NYC also hosts a pre-season WFA/WFR recertification for staff members—this can be paid for through a payroll draw. It is imperative that staff members attend staff trainings to gain program knowledge and skills and to become part of the staff community that can be relied upon the rest of the season. You may take the entire course or choose either the WFA or the CPR as a standalone depending on your needs for certification. Lodging and food not included in the price of the course. Exact course information can be furnished during the interview process.

**Duties and Responsibilities**

**Leadership & Mentorship**

- Staff manage, supervise, and participate in all aspects of crew life from hauling rocks to washing dishes. They work cooperatively with other staff to delegate responsibilities to crew members, supervise camp operations, maintain crew discipline, resolve conflicts, and establish/maintain crew morale.
- Staff provide formal and informal feedback and evaluations to corps members with specific attention to work productivity and quality, teamwork, and leadership.
- Staff receive feedback on their performance and are challenged to develop their own leadership skills within this program.
- Implement skills training and prepare for and teach daily education lessons based on NYC’s Nationally Accredited education curriculum (SEED), which incorporates environmental education, life skills development, backcountry living, and job readiness. Upon hiring, Staff will be presented with a list of subjects included within the NYC curriculum.

**Safety & 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.
- Transport crew and equipment safely in NYC’s fleet vehicles.
Project Management & Implementation

- Crew leaders are responsible for efficiently completing conservation projects to high standards by training, working with, and supervising crews of nine teenage youth (ages 16-19) or young adults (ages 19-26) 30-40 hours/week.
- Conservation projects include (but are not limited to) trail construction and maintenance, habitat restoration, noxious weed removal, fuels management/silviculture, campground maintenance, and other projects. Staff provide direction to corps members with specific attention to safe work practices, proper tools use, work quality, and production efficiency.
- Projects are located in remote settings, often with little to no contact with the "outside" world.
- At day’s end, staff debrief their crew and help them realize the importance and value of hard work.
- Staff set the pace and tone of the project site, and are the hardest workers out there. This position is very physically, emotionally, and mentally demanding.
- Crew leaders will lift heavy loads, hike long miles, and work long hours (both on and off the project site).
- Samples of projects completed in the last field season include: Trail Maintenance of the PCT in WA, OR, and CA; Bridge Construction near McCall, ID; pruning for the Oregon BLM.

Administration

- Complete professional documentation of time sheets, daily and weekly reports, Corps member and Peer evaluations, incident reports, etc.
- Manage petty cash, gas cards, and emergency communications equipment.

Weekends:
During weekends, crews travel to weekend sites where they can shower and do laundry. At these community base camps, four different crews meet to hike, swim, visit museums, or participate in other recreational opportunities. Crews resupply and receive project specifications, mail, and program support. On Sundays, crews travel to the next week’s project site.

Physical Requirements:

- Frequently required to walk, sit and talk or listen.
- Required to use hands to operate objects, tools or controls, and to reach with hands and arms.
- Occasionally lift and/or move up to 70 pounds and backpack 10 miles.
- Frequently required to drive an NYC vehicle.
- Must be able to read and write English.
Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Required Qualifications:
• Must be Fluent in American Sign Language
• At least 21 years old
• Leadership experience with youth or young adults.
• Clean driving record for the past three years (Driver’s License Background Check required)
• Experience in the outdoors, familiarity with minimum impact camping techniques.
• Excellent organization skills.
• One year college education in related field, or one year field experience, preferably working with youth in a field setting
• WFA and CPR certification or ability to obtain upon hire.

Preferred Qualifications:

• Experience working with Deaf youth preferred
• Experience teaching, facilitation and team-building in diverse groups of people.
• Experience in Conservation Corps or Youth Corps.
• Professional conservation, construction or landscaping experience.
• Familiarity with basic conservation skills including tool maintenance.
• Relevant Bachelor’s Degree.
• Experience teaching outdoor experiential and/or environmental education.
• Current WFR or WEMT certification.
• Sense of humor, spirit of adventure, and desire to make a positive difference on the crew and the environment.

Experienced Field Staff who have been recognized by their peers and their supervisors have the opportunity to move up within the organization. There are many positions that require institutional knowledge of a higher degree and need driven and dedicated Staff to fill them. From becoming a Woodsboss to running a Backcountry Leadership Program, there are many opportunities for the experienced field staff to grow and develop inside Northwest Youth Corps.

NYC is an Equal Opportunity Employer