



Conservation: Youth Crew Leader

Location: Richmond, Vermont

Dates: May 21, 2025 – October 25, 2025 (full season)
May 21, 2025 – August 9, 2025 (summer only)

Weekly compensation: \$740-\$785

Age requirement: 21+

Who We Are

VYCC's Conservation Program engages young people in hands-on projects that benefit Vermont's environment and communities. Conservation Crew Leaders are essential to the success of any Conservation Crew and their efforts have a significant impact on habitat, water quality, and outdoor recreation in Vermont.

With a 40-year history in the state, VYCC crews have completed thousands of conservation projects. Corps Members work and learn together in a collaborative crew environment where they gain skills, build community and have a positive impact on the land. Projects range from trail building to infrastructure improvement at State Parks, sustainable forestry to invasive plant management and more. In every case, Corps Members receive paid training and support from VYCC staff. The experience is immersive and physically demanding. With that challenge also comes tremendous personal reward. For young people passionate about climate resiliency, joining VYCC is a great opportunity to steward the environment while also developing valuable leadership skills.

Who We're Looking For

A successful Conservation Crew Leader is someone who strives to support their crew, faces challenges with a positive attitude, and works toward personal and professional growth. We look for hard-working individuals who will demonstrate their passion for environmental stewardship, public service, and youth (15-18yrs old) education and development through a commitment to VYCC's mission. They will bring experience or interest in developing skills in teaching, mentoring, and group facilitation.

Youth Crew Leaders facilitate an educational curriculum that consists of daily thirty-minute lessons and activities. They also work with their crews to complete trail & water quality projects that are tied into the local community where their members live.

What You Can Expect

After training, Youth Crew Leaders begin working with their crews. Each week starts at the drop-off location for Youth Crew Members, either in Burlington for the first session or Woodstock for the second session. For youth crews, the project day begins at 7:45AM. Camping will be provided both on the Richmond campus and in Woodstock. For the Woodstock session there is an option to camp on Sunday night or drive down early Monday morning. At 8:00 AM, Leaders drive from the Member pick-up location to the project site. Leaders are required to camp in the field; however, this will be done independently of the youth crew. Youth Crew Members do not camp. While leading the Burlington Youth Crew, Leaders will camp at VYCC's campus in Richmond. While leading the Woodstock Youth Crew, Leaders will camp at a location near the Marsh-Billings-Rockefeller National Park. The workday will end at 4:45pm.

Youth crews operate Monday through Thursday. On Friday, Leaders will have a modified schedule where they review the previous week, plan lessons for next week, work on project preparation, and or have an early day as part of schedule adjustment for the Woodstock location.

Throughout the week, Leaders are responsible for ensuring education is facilitated effectively, project partners are coordinated with, administrative responsibilities are finished, and projects are completed to a high standard of quality while working and camping independently. This typically takes an average of 40-50 hours per week of scheduled tasks, with potential for additional time depending on level of organization or crew needs.

A successful Crew Leader fosters an inclusive and supportive crew community, helps Crew Members navigate challenges and celebrate successes, and provides opportunities for personal and professional growth while staying organized and managing their time effectively. Creating and maintaining a healthy crew culture is a top priority for Crew Leaders.

Richmond, VT is a rural community without public transit. Access to a personal vehicle is strongly encouraged for off-time transportation.

What We'll Expect from You

Supervision, Culture, Leadership

- Follow and uphold VYCC Principles, Practices, and Policies
- Create an inclusive crew culture that prioritizes physical and emotional safety
- Supervise Crew Members: conduct check-ins and feedback meetings that help Crew Members set goals, assess growth, and celebrate progress

- Instruct and support Crew Members on topics including proper tool use and care, camp living, and personal care while in the field
- Engage with VYCC staff on setting personal goals and charting personal and professional progress, demonstrate a growth mindset
- Effectively work with your co-leader to balance tasks and responsibilities

Risk Assessment and Safety Management, Logistics, Administrative

- Play a lead role in risk assessment and safety management in the field
- Help provide emergency response and communication during emergencies
- Complete administrative and reporting tasks
- Manage field logistics (vehicle maintenance checks, tool maintenance, camp set-up and tear-down, camp chores, and more)

Project Management

- Facilitate daily framing and debrief sessions with your crew
- Manage project sites efficiently with high quality while prioritizing safety and member growth and learning
- Effectively communicate with VYCC staff and project partner to ensure completion of project goals

Educational Facilitation

- Facilitate premade educational curriculum through daily education and reflection activities with the crew
- Coordinate with project sponsor and external trainers who may facilitate parts of the youth education program
- Effectively communicate learning objectives and outcomes with members

Required Qualifications

- Excellent time management, organizational, and communication skills
- Experience in risk assessment and being responsible for the health and safety of others
- Experience in providing and receiving feedback, and creating a culture of learning and growth
- Be a U.S. citizen, a national, or legal permanent resident non-citizen of the U.S.
- Have not been convicted of murder or sexual assault and be willing to undergo a National Service Criminal History Check and a VT Agency of Human Services check. Crew Leaders will be working with vulnerable populations.
- Be a high school graduate or have a GED certificate, or be willing to work towards GED as part of their service-year successful completion requirement

- Valid driver's license with good driving record for at least three years (preferred)

Compensation & Benefits

- Weekly stipend: \$740-785 dependent on experience
- Food/housing: Camping is required Sunday/Monday-Friday, food is provided when in the field (Sunday/ Monday evening - Friday afternoon)
- Wilderness First Aid and CPR Certification (if needed)
- Bonus paid upon completion of position
- Organizational dedication to on-going professional development
- Career pathways support through VYCC's Community Engagement Manager and program staff
- Paid time off: combination of flexible sick days and personal leave days with longer positions also having scheduled break time
- Potential to earn up to [12 free college credits](#)

Equal Opportunity at VYCC

Are you concerned that you don't meet all the requirements of this position? Please apply anyway. VYCC is dedicated to building an inclusive, diverse, equitable, and accessible work environment that fosters a sense of belonging – so if you're excited about this role but your experience doesn't align perfectly with everything in this job description, we encourage you to apply anyway. You may be just the right candidate for this role or another one of our openings!