



Conservation: AmeriCorps Advanced Trails Crew Member

Location: Richmond, Vermont

Dates: June 1 – October 31, 2025

Weekly compensation: \$616

AmeriCorps Education Award: \$3,697.50

Age requirement: 18+

Who We Are

VYCC's Conservation Program engages young people in hands-on projects that benefit Vermont's environment and communities. Conservation Crew Members 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.

These projects are made possible through VYCC's partnership with The Corps Network. This position is funded by AmeriCorps.

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Who We're Looking For

A successful Conservation Crew Member is someone who rises to new challenges with a positive attitude and will work toward professional development. We look for hard-working individuals who will demonstrate their passion for environmental stewardship and public service through a commitment to VYCC's mission. Strong candidates will bring excitement for outdoor living and learning new skills.

What You Can Expect

Advanced Trail Crews complete projects including trail maintenance, dry stone masonry, new trail construction, and more, often in backcountry settings.

Each week starts at VYCC Campus in Richmond, VT. Members arrive early on Monday morning to prepare to leave with their crew by 7:30AM and drive to the project site. Members are required to camp in the field with their crew throughout the week. Crews come back to headquarters every Friday to unpack, clean gear, and have the weekends off.

Members have additional responsibilities at the campsite outside of these hours. Occasionally, Crew Members will have responsibilities on weekends, including training, preparing for and returning from time off, and the end of the season closure.

Advanced Crew Members gain specialized skills and have the opportunity to network with conservation professionals who work for the state and federal government.

What We'll Expect from You

Project Accomplishments

- Complete meaningful conservation projects including, but not limited to, trail construction and maintenance, water quality, carpentry, and forest projects
- Serve approximately 40 hours/week on projects, and an additional 10-15 hours/week on community activities, camp tasks, and training, with potential for some longer hours
- Perform service safely in all weather conditions, including bringing all safety gear to the project site and using tools and equipment properly
- Follow instructions from VYCC staff and project partners to learn technical skills and complete projects
- Complete projects to the best of your abilities, maintaining efficiency and a high standard of quality

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Crew Community Building

- Follow all principles, practices and policies of VYCC and AmeriCorps, including a drug-free project site and campsite
- Complete daily crew chores and tasks, both at the project site and the campsite
- Help create a supportive and inclusive crew community by participating in crew activities and supporting fellow crew members
- Set professional and personal goals and engage with supervisor to assess progress and receive feedback throughout the season
- Be willing to be flexible and adaptable as schedules and projects have potential to shift throughout the season

Education and Training

- Participate in a variety of trainings, including VYCC and AmeriCorps Orientations and additional enrichment activities. These training hours will not exceed 20% of the total number of member hours
- Participate in learning and growth opportunities throughout service

Required Qualifications

- Be at least 18 years of age
- Prior trails and/or extensive backcountry experience
- Ability to perform strenuous physical work safely in all weather conditions
- Ability to hike in steep or uneven terrain, lift and carry heavy tools, gear or materials
- Eagerness for extensive camping with limited accommodations and support
- 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)

Preferred Qualifications

Vehicles are strongly encouraged for off-time transportation. Headquarters is not located in a walkable area, with little to no public transit.

Compensation & Benefits

- AmeriCorps Living Allowance paid bi-weekly: \$616/week
- Education Award on completion of service: \$3,697.50

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- Potential eligibility for student loan forbearance and interest payment
- Food is provided when you are with your crew
- Camping accommodations (campsite, tent) are provided while working with your crew, there are limited accommodations for non-program time (weekends)
- Organizational dedication to on-going professional development
- Career pathways support through VYCC's Community Engagement Manager and program staff

Terms of Service and Dates of Service:

900 Hour (Minimum-time) term from June 1 - October 31, 2025

Name:	Date:
Signature:	

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!

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