



## Conservation Corps Minnesota

60 Plato Blvd E Ste 210, Saint Paul, MN 55107  
www.conservationcorps.org

# Summer Job

|                             |   |
|-----------------------------|---|
| <b>Title:</b>               | <b>Crew Member (Youth)</b>  |
| <b>Program Dates:</b>       | <b>5 weeks: Sunday, July 9 – Sunday August 12, 2023</b>   |
| <b>Requirements:</b>        | Must be 15, 16, 17 or 18 years old on start date – <b>July 9, 2023</b><br>(No exceptions because of child labor laws.)  |
| <b>Reports to:</b>          | <b>Summer Youth Corps Program Manager, Jillian Gellman</b>  |
| <b>Supervised by:</b>       | <b>AmeriCorps Crew Leaders, ages 19-25</b>  |
| <b>Location:</b>            | Base camp is at St. Croix State Park (15 miles east of Hinckley, MN). Travel throughout Minnesota and Midwest region to complete various environmental service projects.  |
| <b>Time-off</b>             | <b>Youth must participate in the full 5 weeks of the program. As this is a residential program, Youth Crew Members are not allowed to leave and then return during the 5 weeks of the program except in the case of an emergency. Time-off is granted only in the case of an emergency.</b> (During weekends and holidays, youth will participate in recreational activities near their work location.) |
| <b>Pay</b>                  | <b>Crew Members earn a living allowance of \$367.50 / week. The allowance will be adjusted to account for time worked if a youth leaves the program early. Youth will be paid bi-monthly on the 10<sup>th</sup> and 25<sup>th</sup> of each month.</b>  |
| <b>Benefits</b>             | <b>All job training, food, lodging, and transportation is provided.</b>   |
| <b>Application Deadline</b> | <b>Application Priority Deadline: March 31; Final Due Date: May 1, 2023</b><br>Applications will be considered on a rolling basis. Apply at <a href="https://conservationcorps.org/join/">https://conservationcorps.org/join/</a>   |

### About Conservation Corps Minnesota & Iowa:

Conservation Corps Minnesota & Iowa, a nonprofit organization and AmeriCorps grantee, engages hundreds of youth and young adults each year in meaningful service, leadership development, and environmental stewardship. Our vision is a world in which everyone has equitable access to nature, is equipped to succeed in career and life, and is empowered to make a difference in conserving natural resources. Our projects and programs embody our core values of safety, service, respect, equity, and community. In working toward our vision, we believe it is important to acknowledge that natural resources organizations, including Conservation Corps Minnesota & Iowa, have a legacy of supporting and benefiting from systems that have restricted access to public lands and careers for marginalized groups. To challenge this, we commit to using equity as a lens for the work we do and decisions we make, building a shared vision surrounding justice, equity, diversity, and Inclusion goals with our partnering organizations and communities and providing an equitable training environment and high-quality programming to all our participants.

### Position summary:

Summer Youth Corps participants will add value to themselves, their community, and the environment through their dedicated service. Corps members will participate in a rigorous program of work, education and training and will complete conservation projects. The member must follow all rules and guidelines and add positively to their team.

### Knowledge, skills, and abilities:

- Previous experience is not required; 15-20% of service term is dedicated to technical and personal-skill training.
- Desire and ability to:
  - Work hard in an outdoor setting in various weather conditions around bugs
  - Work with peers from diverse backgrounds in conservation, education, and recreation settings
  - Camp and live in the outdoors for extended periods of time

- Practice strong work habits, environmental ethics, and team unity.
- Display a positive attitude, interest in service and community work and desire to make a difference.
- Have fun!

#### **Training:**

- Youth will participate in 2-3 days of training at our basecamp in St Croix State Park and 2-3 days at a field site
- Training includes: Corps policies, proper use of hand tools, risk management, camping skills, Leave No Trace, team building, educational activities, stretching, intro to American Sign Language, Deaf Culture and more.

#### **Spike logistics:**

- After training, crew members will be separated into crews of 6-8 youth and assigned to 2-3 crew leaders.
- The crew will participate in a 1-5 week long "spike" projects (spike is travel outside of the residential base camp where crews camp in tents, prepare their own meals and complete work projects).

#### **Work projects:**

- During spikes, crews will work 7 hours a day, Monday-Friday, to complete projects such as trail maintenance, basic construction, planting of native species, and introduced plant removal, etc.
- Hand tools used for projects include: Pulaski, loppers, hammers, shovels, wheelbarrows, pick mattock, ax mattock, hazel hoe, rock bar, bow saw, hand saw, pole saw and other conservation hand tools.
- Work projects are completed outside even during hot/cold weather or rain (except lightning or severe weather).
- An additional one hour per day is dedicated to learning about the environment and team-building skills.

#### **Living conditions:**

- While on spike, youth will sleep in tents, typically in county, state, or national park campsites.
- At campsites, crews will cook meals together over a fire or camp stove.
- At basecamp, crews will sleep in rustic cabins by gender (male, female, or nonbinary)
- All food, transportation, and lodging are provided throughout the summer.

**Rules:** Our program invests in building a community that values being present; therefore, we do not allow youth to bring electronics into the program (including cell phone, music players, etc.) We want you to connect with other people in the program and enjoy the places you travel to and work in throughout the summer. You will have an opportunity to call home once a week using a crew cell phone. Additionally, the following is not an exhaustive list of our guidelines but outlines policies that if breached will be addressed directly by staff and may be means for immediate dismissal.

1. No tobacco products during your term. This includes both possession and use. \*Cultural exemptions apply
2. No alcohol during your term. This includes both possession or consumption.
3. No drugs. This includes both possession and use. \*Drugs here does not include medications.
4. No harassment. This includes though is not limited to: verbal, sexual, racial, and physical harassment.
5. No fighting.
6. No firearms or weapons.
7. No gambling of any kind.
8. No vandalism or theft. This includes state and private property.
9. No exclusive relationships, including no activity that is sexual in nature.

While this description describes the general nature and level of work being performed by people assigned to this position, it is not an exhaustive list of all responsibilities, duties and skills required. All positions at Conservation Corps Minnesota may require duties outside of the normal responsibilities as needed.

#### **Other Information**

Conservation Corps Minnesota & Iowa requires all employees and AmeriCorps members to be fully vaccinated for COVID-19 OR provide a weekly COVID-19 test.

Women, BIPOC, LGBTQ people, Deaf/Hard-of-hearing, and people with disabilities are strongly encouraged to apply.

**Questions?** Please contact: Jillian Gellman, Program Manager at [Jillian.Gellman@conservationcorps.org](mailto:Jillian.Gellman@conservationcorps.org) or 651-242-1026