



Program: 2024 Summer Youth Corps

Position: Crew Leader (AmeriCorps, ages 19 – 35)

Location: This is a residential program based at Wolf Ridge Environmental Learning Center in Finland, MN; travel throughout MN and surrounding states to complete projects.

Service Term: 675-hour AmeriCorps position; 5/28 – 5/31 online training and 6/3 – 8/14 residential

Benefits:

- Living Allowance: \$2,300/month
- Lodging & Food & Transportation provided for duration of program
- Education Award: \$2,817.14, if eligible and upon successful completion of program
- Student loan forbearance (on qualifying student loans)
- Health insurance
- Childcare assistance
- Training, certifications, networking

Position Summary: Summer Youth Corps Crew Leaders will add value to the community, environment, and youth crew members through their dedicated service. Crew Leaders will supervise, educate, and empower a crew of youth ages 15-18 years old in a rigorous program focused on job skills training, environmental education, and conservation projects. Each crew consists of 6-8 youth members and is co-led by 2-3 crew leaders. Crews travel for 5 consecutive weeks while camping in tents near project sites, preparing their own meals, and completing work projects. Crew Leaders will be responsible for behavior management and fostering positive crew morale through consistent teamwork. Crew leaders will work alongside youth members to set the standard and pace of work. While serving alongside another AmeriCorps member, crew leaders will provide collaborative leadership for the crew, ensure safety procedures are followed, and communicate with project partners. Crews Leaders are supervised by the Program Manager, Assistant Program Manager, and seasonal Field Coordinators.

Summer Youth Corps is dedicated to accessibility for the Deaf/Hard of Hearing community and runs American Sign Language crews. All Crew Leaders are expected to engage in American Sign Language lessons and games throughout training and encourage their crews to practice their ASL skills throughout the summer.

Projects are in partnership with public land management agencies such as the State Department of Natural Resources, US Fish & Wildlife Service, National Park Service, cities, counties, and trail associations. Projects may include but are not limited to introduced species management, trail construction & maintenance, erosion control, rain garden construction, tree planting, basic carpentry, and plant surveying. Projects are physically challenging and team-oriented and occur across MN and neighboring states, including urban and wilderness settings.

Duties & Responsibilities

- Complete conservation projects in cooperation with fellow crew leader and crew members safely, effectively, and efficiently and to the satisfaction and specifications of the project host

- Engage youth crew members in one hour of education activities daily on topics including STEM, equity, and professional development
- Mentor youth members to grow professionally and personally by providing regular feedback and behavior management as needed
- Model positive conflict resolution methods for youth crew members and mediate crew conflicts
- Abide by Corps program safety regulations as well as applicable federal/state/municipal law and OSHA requirements; communicate any safety concerns and incidents
- Contribute actively to the team to complete projects, demonstrating a commitment to the Corps values of safety, service, respect, equity, and community, as well as justice, diversity, and inclusion.
- Engage in learning American Sign Language and Deaf Culture throughout the season, and promote enthusiasm for language learning on crew
- Positive attitude, desire to learn new skills, and interest in community service
- Serve a minimum of 675 hours and complete the entire service term per the start and end dates listed on the Member Service Agreement
- Complete paperwork including daily surveys of accomplished work, vehicle inspections, and evaluations in timely manner

Training & Development

The Corps provides orientation and skills training at the start of the program year, and additional region or project specific training throughout the service term that may include:

- Youth Development
- Introduction to American Sign Language
- AmeriCorps benefits
- Team building and conflict resolution
- Justice, equity, diversity, and inclusion
- Safety and risk management
- Hand tool safety and maintenance
- Wilderness First Aid and CPR
- Psychological First Aid
- MN Safety Council defensive driving
- Introduced species management
- Environmental hazards

No more than 20% of total service hours will be spent on training and development activities.

Qualifications

- Ability and desire to work well with a co-leader and youth team outside in all weather conditions
- Ability to foster strong work habits, environmental ethics, youth leadership, and team unity with youth from diverse backgrounds who may be experiencing a job and/or camping for the first time
- Ability to respond quickly and responsibly in emergency situations to prioritize youth safety
- Commitment to upholding Corps values of safety, service, respect, equity, and community
- Willingness to learn and adapt to changing plans, work, and weather conditions
- Dedication to complete the full term of AmeriCorps service
- Ability to perform the Essential Service Functions, which include but are not limited to:
 - Long (7-8 hour) days of shoveling, digging, and swinging heavy tools repetitively
 - Heavy lifting, bending, and carrying up to 50 pounds
 - Walking and working on steep or uneven terrain
 - Working in extremes of heat or cold
 - Eating and camping outdoors in all weather conditions
- Given the residential nature of our program, crew leaders must be willing to work long hours, continuing to supervise youth after the project day has ended, with limited time off. Must be willing to live in tents and in a variety of locations throughout the summer.
- Must be a US Citizen, US National, or Lawful Permanent Resident Alien of the US

- Must pass a criminal history check consisting of a National Sex Offender Public Website check, a state criminal history check, and a fingerprint-based FBI check. Passing the criminal history check is defined as no positive hits on the NSOPW and no history of violent offenses on the state or FBI checks.
- High school degree, GED, or willingness to work towards obtaining a GED
- Valid driver’s license and safe driving record (no major moving violations or DUI’s in the past five years) as crew leaders drive 12 passenger vans to transport crew

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.

Hours & Schedule

Schedules can vary, depending on crew location. Crew members should expect to be scheduled for at least 40 hours of service per week. A typical schedule is Monday – Friday, 8:00 AM – 3:30 PM, including a mandatory 30-minute lunch break which does not count towards service hours, and an additional hour of facilitating education activities for youth in the evening. Crews typically camp near their project sites for a week, then do crew chores including laundry, grocery shopping, phone calls home, and travel to a new project location on Sundays.

All Crew Leaders will have a break from June 30 – July 5 and an additional weekend off during the 5-week youth session.

Other Information

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

I _____ have read and fully understand the above position description that reflects the service activities that I will perform during the AmeriCorps term.

AmeriCorps member Signature: _____ **Date:** _____

Approval Signature: _____ **Date:** _____