

**Plumas Conservation, Restoration, and Education in Watersheds (P-CREW)
Youth Corps Position Description -- 2022**

Live. Work. Play.

Position:	P-CREW Youth Crew Leader
Location:	Taylorsville, CA, with project work across Lassen and Plumas Counties
Season Dates:	<p>Training (4 days on, 3 days off for 5 weeks): May 9-June 8</p> <p>P-CREW Youth Corps (6 weeks): June 14- July 22</p> <p>**Optional Extension: Trail Restoration Field Crew (~12 weeks): July 29- mid October</p>
Benefits:	<p>Training Wage: \$15.50 per hour, 40 hours per week</p> <p>P-CREW Youth Crew Lead: \$16.50 per hour, 54 hours per week, food is provided</p> <p>**Optional Extension: Trail Restoration Field Crew: \$16.50 per hour, 40 hours per week</p>
Program Overview:	<p>The Sierra Institute’s P-CREW youth corps is an immersive, six-week, experiential work opportunity designed to offer employment on Northern California’s public lands to youth from rural and urban areas around the state. For nearly a decade, the program has worked to develop the next generation of natural resource stewards through paid work experience, field-based learning, personal growth, and professional engagement. P-CREW encourages participants to embrace their role as stewards of public lands by working on the landscapes of Plumas and Lassen counties and forming relationships with California’s headwater ecosystems. Our goal is to encourage youth to recognize the interconnectedness of ecological processes like wildfire and the inequities within human populations wrought by limited access to natural spaces and increasing vulnerability to climate change induced natural disasters. Shifting the culture and perspectives guiding land management requires youth to be exposed to the outcomes of past management decisions, taught to recognize and measure the continued impacts of management activities, and participate in ecological restoration while developing a connection to place and dedication to stewardship.</p> <p>P-CREW members will spend the majority of their time outside, working, learning, playing, and exploring. Students will perform a variety of tasks related to ecological restoration and outdoor recreation requiring challenging physical labor and open communication with their crew members. Project work improves the health of landscape while simultaneously improving sustainable public access through many activities including but not limited to: trail maintenance and building, invasive species removal, aspen and meadow restoration, and hazardous fuels reduction.</p> <p>P-CREW is uniquely capable of providing a formative and unforgettable experience for youth through immersion in the culture and communities of the Sierra Nevada’s largest watershed. Students will forge unexpectedly strong friendships, develop leadership and job skills, explore diverse and wild forests, and build pride and confidence in themselves. We purposefully design crews to be balanced across geographies and gender identities to foster opportunities for exposure to a variety of backgrounds, stories, and cultures among crewmates.</p>
Position Overview:	<p>Crew Leaders for P-CREW youth corps are integral to the success of this program. P-CREW leaders will have the unique opportunity to develop leadership and stewardship skills while supervising and mentoring a youth crew. Additionally, leaders may be offered an option to continue employment following the P-CREW season on Sierra Institute’s trail crew. This unique position was designed to empower P-CREW leaders to deepen their connection to nature, build trusting relationships with support staff, and feel confident developing the next generation of natural resource stewards.</p>

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Crew leaders will be provided 5 weeks of in-field training to prepare for the P-CREW summer session. Once P-CREW begins, crew leaders will train, supervise, and mentor their youth crew 24/7 for a six-week session. Crew Leaders are responsible for managing eleven, 10th-12th grade teenagers while supporting restoration efforts on the Plumas and Lassen National Forests and adjacent lands in the Northern Sierra. Participants do not go home during the six weeks, so Crew Leaders are on full time. This includes facilitating safe and sustainable recreation with the crews on weekends. Under the guidance of Sierra Institute's P-CREW Program Coordinator, Crew Member Experience Specialist, and Assistant Coordinator, the Crew Leaders will work with professional partners to complete projects with students such as: fuel reduction, trail maintenance, fencing and invasive species removal. Crew Leaders will be experienced outdoor professionals with the skills and interests to serve as excellent role models with an exemplary work ethic and the desire to devote themselves to a crew experience where the needs of others are placed above oneself. This is a unique opportunity to make a lasting difference in the lives of youth through meaningful landscape stewardship under the umbrella of a growing, transformative, and innovative program.

One of the twelve crew members will be an Alumni "All-Star" Assistant, a youth who has successfully completed a P-CREW session and is returning to gain leadership experience. Crew Leaders will manage the Alumni All-Star Assistant and help them advance in a leadership role. As Crew Leader, you will be part of a team of three field staff, which includes a second Crew Leader (your co-lead) and an Alumni All-Star Assistant.

Following the completion of the P-CREW program, crew leaders will have the option to extend their employment on Sierra Institute's trail crew. The trail crew will work until mid-October (contingent on weather and project accessibility) and have flexibility in their end date. The trail crew will work a hitch schedule of 8 days on and 6 days off. Project work will be in Lassen National Forest in areas such as, Ishi Wilderness, Heart Lake Trail, and potential to work on Dixie Fire restoration projects.

Duties and Responsibilities:

- Participate in pre-season 5-week training (if the training time interferes with college finals please reach out to discuss implications and possible accommodations)
- Mentor and Co-lead a crew of 11 crew members (ages 16-18) and one Alumni All-star Assistant for 6 weeks including day to day activities at the project site, at camp, and recreational activities on the weekends. This includes providing physical, social, and emotional support to the crew.
- Provide guidance, leadership opportunities, and camp operations responsibilities to the Alumni All-Star Assistant to foster personal and professional growth.
- Educate and train youth crew members in camp set up, camp and personal hygiene, Leave No Trace principles, and camp safety.
- Successfully complete conservation projects for 40 hours per week throughout the six-week session in a variety of outdoor settings.
- Lead recreational trips on the weekends (backpacking, swimming, hiking, etc.)
- Navigate and transport crews to and from work, camp, and recreational sites safely while pulling a trailer on both paved and dirt roads. (Driving with a trailer can be learned and practiced during training weeks).
- Submit written, digital, and oral reports on project status, supplies, personnel, incidents, vehicles, and expenses to support staff on a weekly basis. This includes capturing before and after photos of projects and photos of crew members working and camping.
- Provide guidance for healthy meal planning to crew members. Food for all meals will be provided by support staff.

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- Plan, organize, and facilitate team bonding activities and educational lessons with the aid of a pre-developed curriculum.
 - Practice routine safety meetings with crew members including evening debriefs, vehicle checks and tool assessments.
 - Conduct personal check-ins and evaluations of crew members to foster personal and professional development of youth.
 - Administer first aid and keeping detailed records.
- ** Additional details regarding the trail crew to be provided upon interview.*

Qualifications:

- Proof of full COVID-19 Vaccination
- Wilderness First Aid certification (or higher)
- Pre-service background screening required
- Clean Driving Record
- A demonstrated commitment to youth development and stewardship. Experience working with teens (ages 15-18) required.
- Social and emotional skills to promote positive personal growth and develop relationships with people from all backgrounds, abilities, cultures, orientations, identities, and communities.
- Undergraduate degree in Outdoor Recreation Leadership, Natural Resources, Education, Psychology, Child Development, or similar program, **and/or** experience working with groups on conservation restoration projects.
- Interest in landscape stewardship and willingness to learn skills necessary to achieve project goals (trail maintenance, fuels management, restoration, etc.). Training will be provided.
- Strong leadership, organizational, and problem-solving skills are preferred.
- A sense of humor and positive mental attitude!
- Ability to work long hours, and be responsible for crew 24 hours a day/7 days per week in the field and at camp during the 6-week P-CREW youth program.

To Apply: Please send a cover letter outlining your relevant experience and interest in the Youth Corps Crew Leader position, resume, and contact information for three references as one document. Submit application materials to Jobs@SierraInstitute.us with "P-CREW Crew Leader" in subject line or mail application materials to: P-CREW, Sierra Institute for Community and Environment, P.O. Box 11, Taylorsville CA 95983. **Applications are reviewed on a rolling basis. Interviews begin February 2022. Positions are open until filled.** Sierra Institute for Community and Environment is an Equal Opportunity Employer.

Questions? Contact Asia Pfeifer, P-CREW Program Coordinator at (530) 284-1022 or email at apeifer@sierrainstitute.us