

Position: P-CREW Youth Crew Leader

Location: Taylorsville, CA, with project work across Lassen and Plumas Counties

Season **Training (flexible start date):** May 9 - June 8

Dates: **P-CREW Youth Corps (10 weeks):** June 14 - August 18

Wrap Up Week: August 22 - 26

****Optional Extension: Restoration Trail Crew:** August 29- mid October

Benefits: **Training (40-50 hours per week):** \$760 - \$950 weekly

P-CREW Youth Corps (10 weeks + Wrap Up Week): \$1,026 weekly + all meals provided

Program Overview: The Sierra Institute's P-CREW youth corps is an immersive, five-week, experiential work opportunity designed to offer employment on Northern California's public lands to youth from rural and urban areas around the state. P-CREW Youth Corps currently provides three 14-person youth corps crews to complete conservation projects such as: trail maintenance and building, invasive species removal, aspen and meadow restoration, and hazardous fuels reduction. Crews will spend their weekends playing in the mountains through activities like hiking, backpacking, stand up paddle boarding, swimming, and more!

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.

Position Overview: 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.

Crew leaders will be provided 5 weeks of in-field training to prepare for the P-CREW summer session. Training dates are flexible and can be shortened to accommodate various start dates. Once P-CREW begins, crew leaders will train, supervise, and mentor their youth crew 24/7 for a five-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 five weeks. Thus, the crew leader position is very similar to a camp counselor role. This includes facilitating safe and sustainable recreation with the crews on weekends. Crew Leaders will be experienced outdoor enthusiasts with the skills and interests to be excellent role models. 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.

Crew Leaders will be part of a team of three field staff, which includes a Co-Crew Leader and an Alumni All-Star Assistant. The Alumni “All-Star” Assistant is someone who has successfully completed a P-CREW session and is returning to gain leadership experience.

Following the completion of the 10 week P-CREW program, crew leaders will have the option to extend their employment through 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 possible accommodations)
- Mentor and Co-lead a crew of 11 crew members (ages 16-18) and one Alumni All-star Assistant for 10 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.
- Supervise and complete conservation projects for 40 hours per week throughout the five-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.
- Plan, organize, and facilitate team building 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 keep detailed records.

Qualifications:

- Wilderness First Aid certification (or higher)
- Experience working with teens (ages 15-18) and/or past experience serving with other Conservation Corps or other natural resource management organizations (Forest Service, nonprofits, etc...)
- Social and emotional skills to promote positive personal growth and develop relationships with people from all backgrounds, abilities, cultures, orientations, identities, and communities.
- Leadership experience
- Camping skills and familiarity with leave no trace practices.
- Clean Driving Record

- Pre-service background screening required
- Proof of full COVID-19 Vaccination

We invite all interested parties to apply including those belonging to Tribal communities, women, POC, and LGBTQ+ persons. Skills or experiences that can fill in for desired qualifications may be considered.

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 apfeifer@sierrainstitute.us