

Position Announcement

P- CREW Program Coordinator

The Sierra Institute for Community and Environment seeks a full-time Youth Corps Coordinator to oversee and implement summer youth crews for Sierra Institute's corps program Plumas Conservation, Restoration, & Education in Watersheds (P-CREW) involving adolescents and young adults (15- to 18-year-olds). The Youth Corps Coordinator assists the Sierra Institute in the advancing novel natural resource education programming and restoration workforce development for these crews. We anticipate a start date of October, 2022.

The P-CREW program is designed to introduce crew members to a wide spectrum of natural resource work, as well as teach crews to live and work together outdoors. As such, training field staff, advancing team building, problem solving and conflict management are key functions of the position, in tandem with equipping participants with the technical skills to complete natural resource restoration. The successful Youth Corps Coordinator will have diverse skills required to manage P-CREW during both the off-season and during an intensive high season while crews are in the field. The position requires someone capable of handling off-season responsibilities that include recruiting staff and participants, developing policies and training curriculum, and managing budgets and fundraising for projects. During the high season, the Coordinator must also be able to successfully engage youth and partners in natural resource restoration and education in the field, providing food and equipment resupply for crews, and supporting crew leaders and members during emergencies.

The Coordinator will join an established program, and will be expected to implement existing processes, procedures and concepts in year one, with the support of experienced staff. As the Coordinator grows in the position, they will be expected to take responsibility for the design and direction of P-CREW with increasing independence to assure continued growth and evolution of P-CREW to meet future needs.

Qualifications

- Excellent program management and administration skills;
- Experience managing a program budget;
- Experience working with adolescents/young adults and addressing their unique social/emotional needs;
- Knowledge of restoration work such as fuels reduction and trails construction and maintenance;
- Ability to train and support field staff to safely and successfully carry out youth corps operations in the field;
- Ability to collaborate with external partners to plan for field season logistics;
- An undergraduate degree or related experience in the recreation, social science, natural resources or related field;
- Commitment to environmental justice issues in the natural resource sector;
- Excellent written and oral communication skills;
- Proficiency in Microsoft Office (Word, PowerPoint, Excel);
- A willingness to work and live in a rural, mountainous area that receives snow and ice in winter;
- A team-oriented perspective with a productive level of self-guidance and initiative;
- An ability to bring critical thinking skills, creativity, and laughter to the workplace;
- A personal vehicle for transportation outside of work;
- Wilderness medical certification and experience (WFR, WFA, Basic First Aid, CPR)
- Post on social media platforms such as Facebook, Instagram, and update the program website

Candidates of all backgrounds are encouraged to apply. Skills or experiences that can fill in for desired qualifications may be considered.

P-CREW Background:

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. The program focuses rural recruitment on Lassen and Plumas Counties and urban recruitment on the greater Bay Area, and portions of the Central Valley. The program strives to develop the next generation of natural resource stewards through work experience, field-based learning, personal growth, and professional engagement.

P-CREW encourages participants to embrace their role as stewards of our public lands by working on the landscapes of Plumas and Lassen counties and forming relationships with California's headwater ecosystems. Since Euro-American settlement this region has struggled to concurrently sustain human livelihoods and ecological integrity, and despite shifting to multi-use and ecosystem-based management practices in the early 1990's, management decisions still often fail to meaningfully address the scale of degradation of the landscape. Changing the approach to land management requires managers and communities 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-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 work closely with community-based organizations and the rural areas they serve during their time in the northern Sierra Nevada. 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 genders to increase opportunities for exposure to different backgrounds, stories, and cultures among crewmates. P-CREW also encourages students to stay engaged with our program and community through alumni workforce opportunities including our Alumni All-Star Assistant and Crew Leader positions.

Diversity and Equity in Sierra Institute's P-CREW Program:

We at the Sierra Institute recognize that job opportunities in the natural resource and environmental sectors along with access to the outdoors are not shared equitably nor sufficiently inclusive of the diverse population of the United States. Addressing these issues requires intentional work to eliminate systemic barriers, cultivate respect, and address inequities head-on. We are committed to ending environmental racism and injustices by providing opportunities that increase environmental literacy and outdoor learning that increase understanding, access, and job opportunities. To advance this commitment, our P-CREW program is dedicated to fostering inclusive environments and to actions that promote trust, acceptance, and the celebration of diversity in the outdoors.

About the Sierra Institute for Community and Environment:

The Sierra Institute for Community and Environment (Sierra Institute) is a community-based organization which actively promotes healthy forests, watersheds, and communities by investing in the well-being of rural communities and strengthening their participation in natural resource management. Our work is grounded by the concept of triple bottom line values, supporting initiatives that simultaneously benefit the environment, economy, and equity within a given landscape. Sierra Institute's Plumas Conservation, Restoration, and Education in the Watershed (P-CREW) youth corps provides employment for diverse groups of youth and improves equity in education and experience on northern California's public lands.

Location:

The position is based in the very rural northern Sierra town of Taylorsville, where the Program Coordinator will join a talented team of natural resource and rural community development professionals dedicated to landscape restoration and community well-being in the northern Sierra Nevada and southern Cascades. Taylorsville, CA (pop. 154) lies within a large mountain meadow referred to as "Indian Valley," that includes the communities of Greenville and Crescent Mills. Taylorsville is an historic small town, with a long history dating back to the construction of the first flour mill in the Pacific Northwest in 1856. Downtown Taylorsville is home to two historic establishments: the Taylorsville Tavern, a favorite watering hole for loggers; and Young's Market, a revitalized country store and sandwich shop that first opened its doors in 1862 that is – debatably – home to the oldest working cash register in the nation manufactured in 1914. Taylorsville is a blended community of long-time residents, ranchers, loggers, and newcomers, drawn to the area for its scenic beauty and cultural richness. Taylorsville offers unique, rural community events that bring the community together, such as the Silver Buckle Rodeo held over the 4th of July, the Holiday Light Parade the Saturday after Thanksgiving; and New Year's Eve fireworks in the fields across from the Tavern. Taylorsville is surrounded by many outdoor recreation opportunities such as Lake Almanor, Plumas and Lassen National Forests, and Lassen Volcanic National Park. Although much of the forest was burned in the 2021 Dixie Fire, many areas remain accessible and beautiful. These adjacent public lands feature backcountry routes in winter, and endless, empty dirt roads to explore in summer. Adventure lies just out the back door of the office!

Compensation: Salary range \$58,000 - \$63,000, commensurate with experience. Sierra Institute offers a competitive benefits package. Staff housing may be available.

COVID-19: Sierra Institute staff are currently working fully in-person at the office and expect the Program Coordinator to work out of our office in Taylorsville. Our staff are following COVID-19 safety protocols informed by the latest research and evidence.

How to Apply: Please send your cover letter, resume, and contact information for three references as **one PDF** to jobs@sierrainstitute.us with "P-CREW Youth Corps Coordinator" in the subject line. Review of applications will begin on **September 9, 2022**, but the position is open until filled. Please call (530) 284-1022 with questions.