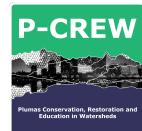


## Position Announcement: P-CREW Youth Corps Coordinator



The Sierra Institute for Community and Environment (Sierra Institute) seeks a full-time Youth Corps Coordinator to oversee summer youth crews as part of Sierra Institute's youth corps program, Plumas Conservation, Restoration, and Education in Watersheds (P-CREW). P-CREW is a powerful program that brings together urban and rural youth participants (15- to 18-year olds) for two five-week sessions during the summer. Through this immersive, experiential learning program youth development into the next generation of natural resource stewards through conservation work experiences, field-based learning from natural resource professionals, and personal growth opportunities living and working in a small team of diverse youth. The Youth Coordinator's responsibilities during the summer sessions may include: training field staff with the technical skills to complete natural resource restoration, advancing team building, problem solving, conflict management, project coordination, and recreation and education planning. The Youth Corps Coordinator assists the Sierra Institute in all aspects of advancing novel natural resource education programming and restoration workforce development as part of the P-CREW program. We anticipate a start date of March 2023.

The P-CREW program (described in detail below) is designed to introduce diverse crew members to a wide spectrum of natural resource work, as well as teach crews to live and work together outdoors. The program develops the next generation of natural resource stewards through work experience, field-based learning, personal growth, and professional engagement. At the full performance level, the Youth Corps Coordinator will be responsible for all aspects of the program, including on and off season programmatic tasks. These responsibilities include work project development, fundraising, member and seasonal staff recruitment, development of policies and training curriculum, budget management and partnership development.

The selected applicant will have the opportunity to grow and develop as a Youth Corps Coordinator under the guidance of, and with support from, an existing management team with extensive experience and training in natural resource restoration, youth leadership development, and program design and management. 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 participate in the design and direction of P-CREW with increasing independence to assure continued growth and evolution of P-CREW to meet future needs.

### Qualifications

#### Required

- 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;
- Commitment to environmental justice in the natural resource sector;
- Excellent written and oral communication skills;
- 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;

### **Desired**

- Wilderness medical certification and experience (WFR, WFA, Basic First Aid, CPR)
- Excellent program management and administration skills;
- Experience managing a program budget;
- Ability to collaborate with external partners to plan for field season logistics;
- Ability to develop education based recreation itineraries;
- Proficiency in Microsoft Office (Word, PowerPoint, Excel);
- 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 \$50,000 - \$70,000, 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 Youth Corps 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](mailto:jobs@sierrainstitute.us) with "P-CREW Youth Corps Coordinator" in the subject line. Review of applications and interviews will be conducted on a rolling basis. The position is open until filled. Please call (530) 284-1022 with questions.