YOUTH CORPS SENIOR CREW LEADER

Distinguishing Features of the Class:
Under direct supervision, assists with coordinating daily operations of Polk County Conservation’s Youth Corps crews. The majority of the work is performed in an outdoor environment and requires a flexible work schedule that may include evenings and weekends.

Illustrative Examples of Duties:
- Serves as a co-leader for a crew of up to 10 youth with a desire to make a difference in the lives of young adults
- Supervises, motivates and encourages crew members, in a variety of scenarios and situations, to restore and protect habitat, appreciate the outdoors and learn life skills
- Serves as a positive role model and mentor, fostering environmental awareness and a strong work ethic in crew members
- Instructs crew members in safe operation of tools and equipment and enforces safe practices
- Leads crew to complete projects that may include invasive species removal, trail maintenance, painting, small carpentry projects, campground maintenance, trash removal, seed harvest, tree planting, etc.
- Lead educational and recreational activities that may involve following a lesson plan, facilitating group discussions, leading activities, or teaching recreation such as canoeing, fishing, camping, fire building, etc.
- Manages daily activities and work projects by communicating expectations to crew members
- Completes necessary paperwork including but not limited to incident reports, crew member check-in, pre-and post-program surveys, daily work logs, and tool and equipment inventory
- Assists with administrative tasks as needed to support seasonal crews.
- Communicates effectively while taking a leadership initiative
- Upholds and demonstrates the Polk County Conservation Youth Corps Code of Conduct at all times

Required Knowledge, Skills, and Abilities:
- Ability to lead, direct, and creatively motivate socio-economically and ethnically diverse teenage work crews ages 15-18
- Ability to work outdoors for long periods in adverse weather conditions (heat, humidity, rain, etc.)
- Ability to complete heavy physical labor tasks (extensive lifting, bending, digging) and requires the use of various equipment, trailers, and vehicles including tool maintenance
- Ability to lift and carry loads up to 50 pounds in all terrains and hike up to 5 miles
- Ability to motivate and educate under challenging conditions
- Ability to create a positive and inclusive environment welcoming to diverse backgrounds and cultures
- Knowledgeable of basic conservation practices, outdoor recreation skills, and current environmental issues
- Ability to use basic forestry and construction equipment (shovels, rakes, pruners, loppers, etc.)
- Prior leadership experience with peers
- Ability to coordinate project tasks and logistics
- Adaptable and active problem solver when faced with changing conditions
- Possess of valid driver’s license to transport crew to and from project sites and field trip locations (must have or be able to obtain a Class D CDL)
- CPR/First Aid certified and current preferred but not required
- Previous work experience involving teenage youth preferred
- A satisfactory criminal background check is required as a condition of hire

**Training and Experience:**
- Graduation from an accredited college or institute with an Associate’s Degree in Environmental Science, Forestry, Education, Social Work or similar degree or experience working with youth
- Any equivalent combination of training and experience which will have provided the required knowledge, skills, and abilities as listed above
- Must attend the Youth Corps Crew Leader Orientation to include Conservation and Equipment Skills training, and Youth Diversity training

**Special Requirements:**
- Must be at least 19 years of age
- Pre-employment physical is required
- Pre-employment background check is required
- A drug screen may be required