



Mile High Youth Corps helps youth make a difference in themselves and their community through meaningful service opportunities and educational experiences.

## 2020 Summer of Service Crew Leader (Colorado Springs)

### Position Overview:

Mile High Youth Corps' Crew Leader positions require individuals who are skilled problem-solvers, experienced leaders and positive role models. A crew is comprised of ten Corpsmembers (19-24 years old) who serve together to complete projects on public lands and in communities. Crew Leaders must possess a strong work ethic, promote high quality work performance in their crew and have a desire to devote themselves to field-based youth development for an entire summer. The position requires both leadership and technical aptitude, in addition to a high level of comfort in the outdoors as crews complete projects on 4 or 9-day long camping hitches.

**Reports To:** Project Coordinator and Program Coordinator

**Position Type:** Field-based, seasonal, full-time, exempt, 14-week (450-hour) program commitment

**Location:** Crew Leader will meet their crew at 417 E Vermijo Ave., Colorado Springs, CO 80903 and travel to project sites as a team in MHYC vehicles.

**Benefits:** **Stipend:** Earn a biweekly living stipend of \$1,080. Meals during camping trips are provided.

**AmeriCorps Education Award:** Earn an education award of \$1,612.43 upon successful completion of a 450-hour term of service. This award can be used to pay tuition or pay back qualifying student loans. Individuals have 7 years to use the award.

**Student loan forbearance:** Possible through the National Service Trust on qualifying federal government student loans.

**Health Insurance:** May be eligible for health insurance the 1<sup>st</sup> of the month after serving at MHYC for sixty days. Member will have a monthly share of the health insurance premium.

**Trainings:** First Aid & CPR, Wilderness First Aid, and Mental Health First Aid provided.

**Position Dates:** May 4 – August 7, 2020

- Orientation and Training: May 4-8, 11-15, and 18-21
  - May 4-8: 7:30 a.m.-5:00 p.m. In-house orientation
  - May 11-15: Off-site overnight field training
  - May 18-21: S-212 chainsaw OR trail training (*depending on crew*)
- AmeriCorps term starts May 11, after completion of orientation
- 11-week project season begins May 26 and runs through August 7
- Camping required from 4 to 9 days at a time throughout the season (select camping gear can be provided).

**Schedule:** 40-hour weeks Monday through Thursday 7:00 a.m. to 5:30 p.m. OR Wednesday through the following Thursday 7:00 a.m. to 4:30 p.m. (*depending on crew*)

- Required to serve Friday, May 29 from 7:00 a.m. to 5:30 p.m. due to Memorial Day holiday observed on May 25
- Required to serve one Friday each month from 8:00 a.m. to 12:00 p.m. for in-house programming
  - May 15, June 12, July 10, and August 7

**About Us:**

Mile High Youth Corps is a regional, non-profit, AmeriCorps ([www.americorps.gov](http://www.americorps.gov)) affiliated organization that engages youth in jobs that help the planet and provide pathways to a promising future.

Corpsmembers serve on conservation and environmental stewardship projects throughout the Southern Front Range of Colorado while engaging in meaningful education activities.

**Duties and Responsibilities:****• Corpsmember Development and Education**

- Ensures Corpsmembers follow all MHYC policies and procedures.
- Plans and facilitates crew meetings and team-building activities.
- Provides daily support of the members of the crew including assigning, leading and instructing project tasks and training Corpsmembers in the development of technical and leadership skills.
- Monitors and promotes physical and mental wellness on and off the project-site.
- Maintains and encourages positive group morale.
- Promotes an open and safe space for Corpsmembers to share near misses, injuries, or illnesses to build a positive safety culture.
- Provides consistent, ongoing informal feedback to all Corpsmembers.
- Connects Corpsmembers with staff in order to receive needed resources outside of service hours (food, transportation, gear, mental health services, etc.)
- Addresses and supports the resolution of interpersonal challenges that may occur on the crew.

**• Mentorship of Assistant Crew Lead (ACL)**

- Provides consistent feedback and support to the ACL throughout the season.
- Follows a mentorship curriculum to promote the leadership development of ACL.
- Collaborates with ACL in developing and implementing educational components for projects.
- Holds weekly check-ins with ACL.

**• Project Implementation**

- Ensures timely, accurate and quality completion of projects.
- Proactively assesses, identifies, and mitigates safety-related hazards on the job site.
- Oversees and implements a variety of conservation, service learning, and community service projects.
- Communicates effectively with project partners around project goals and asks clarifying questions if needed.
- Facilitates daily safety circles, goal setting activities and project debriefs.
- Ensures completion of Corpsmember awards, incentives and recognitions.
- Completes project photographs and gathers required data for each project.

**General Qualifications:**

- Previous experience serving with Youth Corps is highly preferred.
- Proficiency in backpacking and backcountry camping required for camping crews.
- Must be able to lift 75 lbs., spend 8-10 hours a day in all weather conditions, hike 5 miles with a day-pack and operate hand and power tools.
- Must have the ability to complete tasks in a detailed and timely manner, work independently, keep accurate records, and provide feedback to Corpsmembers.
- At least one year of experience of working with a diverse population of youth and staff in a team atmosphere is preferred.
- Must have strong communication and conflict management skills: ability to motivate others, organize and mentor a crew of young adults on projects, communicate effectively with a diverse group of people, co-workers, and supervisors, and ensure safe work practices.
- Experience with trail construction and maintenance, installation of rock and timber structures, fencing, noxious weed removal, pesticide application and/or general landscaping is preferred.
- Sawyer crew leaders should have significant experience working with chainsaws. S-212, MTDC or Game of Logging training with feller certificate required.
- Must complete CPR training prior to the start date. MHYC will cover \$40 of the training cost.

- Must complete Wilderness First Aid or Wilderness First Responder training course prior to the start date. MHYC will cover \$235 of the training cost.

### **Requirements:**

- Must be between the ages of 19-24 and able to legally serve in the United States, which will be verified via the federal E-Verify program.
- Must be eligible for enrollment in AmeriCorps as a US Citizen, National or Lawful Permanent Resident. Documentation will be required on the first day.
- National Service Criminal History Check will be required which includes FBI fingerprinting. This position does not have recurring access to vulnerable populations.
- Pre-service drug screen required and may be required during the term of service.
- Must not engage in any prohibited activities listed in the AmeriCorps member service agreement and must adhere to rules and regulations specified in the MHYC handbook.
- Fully comply with agency policies and procedures regarding high-quality service, tool management, paperwork completion and data accuracy.
- High School diploma or GED required.
- Professional references may be requested.

*MHYC is committed to hiring candidates with unique backgrounds and perspectives. If you are interested in this position but are concerned that you do not meet all of the requirements or possess all of the necessary skills, or that prior convictions or your background might disqualify you, we encourage you to submit an application anyway.*

### **To Apply:**

Visit our website at [www.milehighyouthcorps.org](http://www.milehighyouthcorps.org) and click “Apply Now”. Or visit us in person at **417 E. Vermijo Ave, Colorado Springs, CO 80903.**

Questions? Email [cassandra@mhyc.net](mailto:cassandra@mhyc.net) or call CJ Runge at 719.630.7421 ext. 402.

*Mile High Youth Corps is committed to diversity in principle and practice, both in the community at large and within the organization. We are, therefore, committed to having our internal operations and employment practices administered on a non-discriminating basis inclusive of, but not limited to, race, religion, color, socio-economic status, gender, age, sexual orientation, military or veteran status, physical or mental disability, marital status, or national origin. Every effort shall be made to grant reasonable accommodation for qualified people with disabilities to participate in this AmeriCorps program.*