

YOUTH CONSERVATION CREW (YCC) Adult Crew Leader Job Application



CREW LEADER POSITION DESCRIPTION

Inspire the next generation of conservation leaders through environmental career exposure, job skills, interpersonal skills, and community building. As a Youth Conservation Crew Leader, you will mentor and supervise youth ages 14-19 from diverse backgrounds as they complete important work in our natural areas, build job and life skills, and earn a paycheck.

See our website: <https://www.portland.gov/parks/environmental-education/youth-conservation-crew#toc-crew-leaders>

WORK SCHEDULE

Dates: June 14- August 18 (with possibility of beginning early and extending the position longer)

Hours: Monday (9am- 2pm); Tuesday- Friday (7:15am- 3:15pm)

COMPENSATION

Hourly rate is \$17- \$19 an hour, depending on experience and training. Crew leaders also take part in professional development, networking, and growth opportunities. For many crew leaders, YCC is an entry into Portland Parks & Recreation. We invest in our crew leaders!

MINIMUM QUALIFICATIONS

- You are a **safe and experienced driver** with a valid driver's license.
- You are invested in **equity, diversity, inclusion** and culturally responsive leadership.
- You enjoy **mentoring teenagers** and have experience.
- You have a **safety mindset** and are aware of risks and hazards. You can take action to keep the crew safe, and can follow COVID safety protocol.

PREFERRED CANDIDATES ALSO HAVE THESE QUALIFICATIONS

- **Technically proficient** in one or more of the following areas: trail building & maintenance, environmental education, habitat restoration, or tree care (see descriptions on back).
- Knowledgeable about the **plants and animals** of the Pacific Northwest. Experience with Traditional Ecological Knowledge is valued.
- Able to **lead a productive team** with high expectations, warmth, respect, and a growth mindset.



CREW DESCRIPTIONS

We are hiring 8 crew leaders. Crew leaders will co-lead crews of 10 youth. In addition to having teaching, leading and mentorship skills, preferred candidates also have crew-related technical skills, as described here:

- **CITY NATURE EAST CREW** - Improve the native ecology of Portland Parks & Recreation's natural areas by removing introduced plants, including ivy, blackberry, and other species. Take care of young native plants, conduct community science, collect data, and build split-rail fences. ***Looking for crew leaders with experience and/or interest in landscaping, plant identification, habitat restoration, and/or removing weeds.***
- **COMMUNITY GARDENS CREW**
The Community Gardens Crew will help build and repair community gardens around town. The crew will interact with gardeners from around the world and explore issues related to gardening and food justice. The crew will spend several weeks working in the Native Gathering Garden, which focuses on indigenous land practices. ***Looking for crew leaders with experience and/or interest in working with growing food, gardening, and/or food justice.***
- **TRAIL CREW** - The Trail Crew maintains trails in Portland Parks & Recreation natural areas. Using standard industry techniques for sustainable trail maintenance, the crew focuses on reducing sediment entering Portland's rivers, streams, and water bodies by reducing erosion, improving grading and drainage, improving stream crossings, and closing unofficial trails. Trail crew leaders guide the work of teens as they build trails, crib walls, rock walls, and other structures, teaching technical skills and ecology. ***Looking for crew leaders with experience building trails, trail maintenance (including grading and drainage) and building structures (split rail fence, rock walls, cribwalls, construction).***
- **TREE CREW** - The Tree Crew learns proper tree pruning techniques with a variety of tools. They weed, mulch, and water young trees to maintain the health of Portland's urban canopy. In addition, the Tree Crew may perform tree inventory data collection, learn about mapping and GIS, visit Heritage Trees, and harvest fruit from Urban Forestry's test orchard in a community work party. The crew leader will support crew members as they learn how to safely perform tree-related tasks and will also teach the importance of a thriving urban forest. ***Looking for crew leaders who are passionate about trees and have experience with tree-pruning, tree identification, data collection, and basic tree care.***

HOW TO APPLY

- A complete application includes 3 things: Resume, List of 3 References, and answers to the 5 questions written below.
- An online application will be available soon here: <https://www.governmentjobs.com/careers/portland/or>
- You may also submit an application by emailing it to kelly.rosteck@portlandoregon.gov. If possible, send your application as ONE PDF document.
- Applications are accepted until all positions are filled.

APPLICATION QUESTIONS

1. The City of Portland and the Youth Conservation Crew (YCC) are committed to diversity and equity. A YCC crew leader is responsible for mentoring and leading teens from diverse racial, ethnic, gender, economic, and religious backgrounds. Additionally, some teens may experience homelessness, anxiety, trauma, or have a disability. Where are you in your path to understanding issues related to diversity and equity?
2. Do you have experience working with teenagers ages 14-19, including youth of diverse backgrounds? Describe your experience.
3. Do you have a driver's license and a good driving record? If you do or don't have a driver's license, please explain.
4. Crew leaders must be available to work Monday – Friday June 14 to August 18. Are you available this whole time? If you're not or maybe are, please explain.
5. Decide which crew(s) you would like to be considered for (as described above). Explain what experience you have that would prepare you to lead those crews. Describe the technical skills and tools you are familiar with. The more specific and thorough you are, the better.