Crew Leader Summer - COYCC

Position Announcement: February 2026
Application Date: Open till filled
Compensation: $23.00/hour, including retention bonus

THE ORGANIZATION:

At Heart of Oregon Corps (HOC), local young people with barriers to success improve their own lives while gaining job skills on projects that improve the community. HOC is a large regional non-profit that operates 6 youth training programs. At Heart of Oregon Corps, 16-24-year-old local young people with barriers to success improve their own lives while gaining job skills on projects that improve the community. You can learn more about our work by visiting www.heartoforegon.org.

POSITION AND PROGRAM INFO:

Heart of Oregon Corps is hiring Summer Crew Leaders who have a passion for empowering and inspiring positive change in the lives of young people, and are able to work outdoors on national forests for 4 ten-hour days each week. Heart of Oregon Corps (HOC) is a large regional non-profit that operates 6 youth training programs. At Heart of Oregon Corps, 16-24-year-old local young people with barriers to success improve their own lives while gaining job skills on projects that improve the community. You can learn more about our work by visiting www.heartoforegon.org.

PRIMARY RESPONSIBILITIES:

We're looking for staff Summer Crew Leaders who can supervise, mentor, and direct teens during conservation projects on public lands. This is also a great opportunity for experience with Forest Service work during the summer! Crew leaders work an additional week of training at the beginning of the season (9 weeks, dates below).

This position runs a crew of 5 local youth (ages 16-18), working alongside US Forest Service each day on projects like fire fuels reduction, habitat restoration, trail work, developed recreation, and more. Crew Leaders are responsible for driving youth to and from work sites in HOC or USFS vehicles, identifying potential job hazards, implementing proper safety practices, completing job logs, and managing crew cohesion and culture. Forest Service specialists help direct and train crews on the technical aspects of conservation projects and provide on the job training for crew leaders. Crew Leaders are expected to direct crews without USFS assistance once they are proficient/familiar with job tasks.

Location:

Summer Crew Leaders are assigned a crew and based out of one of the following USFS workstations in Central Oregon: Redmond, La Pine, Bend, Madras, Prineville, Sisters, Warm Springs, or Crescent. The position is supervised by HOC's Summer Program Manager and supported by USFS staff daily.

The program schedule is:

6/12/2025, 6/15/2025 - 6/19/2025: Crew Leader orientation/and training (special schedule)

6/22/2025 – 8/13/2025: COYCC Program- Conservation Project work with the USFS

- **Schedule:** Monday through Thursday.

§ 4 - 10-hour days.

§ Occasional Fridays may be scheduled with overtime approved as necessary.

Required Qualifications:

The ideal candidate will have:

· Minimum of 1 year of experience working with youth in a supervision setting.

· Minimum of 1 year of experience in outdoor work

· Several years (e.g. 3-5 years) of demonstrated safe driving experience

Basic comfortability with manual labor and hand tools required.

· Dedication to equal opportunity and safety outdoors is required

· A valid driver's license is required.

· Clean background check is required, with safe driving history

· Current CPR/first aid certification is required.

Physical Requirements:

- Physical lifting over 50 pounds
- Bending, Reaching, and Climbing is constant
- Pushing/Pulling is constant
- Walking and Prolonged standing is constant
- Extended periods of outdoor exposure is constant.

Preferred Qualifications:

- High School Diploma/GED or comparable relevant experience.

BENEFITS:

Starting wage range for the position is $21.00/hour (firm), with an additional retention bonus of $2.00 for every hour worked if you complete the entire season. This would be a total of $23.00/hour. This is a full-time, seasonal (temporary), hourly staff position. Crew Leaders will be trained to use chainsaws and will receive their S-212 certification though the USFS.

PROCESS:

Please submit a cover letter and resume to HR via one of the following methods:

Email: hr@heartoforegon.org with Attn: Summer Crew Leader in the subject line

Find out more on our website at: http://heartoforegon.org/who-we-are/careers.html

Final candidates will need to complete an interview, additional paperwork, provide references, and complete a post-offer background check. A current First-Aid/CPR certification is required before employment. Valid driving license and good driving record required and several years of demonstrated driving experience. Must complete a DMV check.

We are an Equal Opportunity Employer.

Position open until filled. If this post is still up, then we're still hiring! Interviews will take place starting beginning of February on a rolling basis. All applicants will be contacted by phone or email regarding your application results by the end of the process. We strive to respect the time and effort required to apply.

Heart of Oregon Corps is an equal opportunity employer; auxiliary aids and services are available upon request to individuals with disabilities. Alternative formats are available upon request by contacting hr@heartoforegon.org. As a recipient of Federal financial assistance, Heart of Oregon Corps is prohibited from discriminating on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and against any beneficiary of programs

on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States.

Thank you for your interest!

Careers : Who We Are : Heart of Oregon Corps