



Conservation: Advanced Trail Crew Leader

Location: Richmond, Vermont

Dates: May 21, 2025 – October 31, 2025

Weekly compensation: \$780-\$825

Age requirement: 21+

Who We Are

VYCC's Conservation Program engages young people in hands-on projects that benefit Vermont's environment and communities. Conservation Crew Leaders are essential to the success of any Conservation Crew and their efforts have a significant impact on habitat, water quality, and outdoor recreation in Vermont.

With a 40-year history in the state, VYCC crews have completed thousands of conservation projects. Corps Members work and learn together in a collaborative crew environment where they gain skills, build community and have a positive impact on the land. Projects range from trail building to infrastructure improvement at State Parks, sustainable forestry to invasive plant management and more. In every case, Corps Members receive paid training and support from VYCC staff. The experience is immersive and physically demanding. With that challenge also comes tremendous personal reward. For young people passionate about climate resiliency, joining VYCC is a great opportunity to steward the environment while also developing valuable leadership skills.

Who We're Looking For

A successful Conservation Crew Leader is someone who strives to support their crew, faces challenges with a positive attitude, and works toward personal and professional growth. We look for hard-working individuals who will demonstrate their passion for environmental stewardship and public service through a commitment to VYCC's mission. They will bring experience or interest in developing skills in teaching, mentoring, or group facilitation.

Advanced Trail Crew Leaders work with their crews to complete trail projects including trail maintenance, dry stone masonry, new trail construction, and more, often in backcountry settings.

What You Can Expect

Each week starts at VYCC Campus in Richmond, VT. Leaders arrive early on Monday morning to prepare to leave with their crew by 7:30AM and drive to the project site. Leaders are required to camp in the field with their crew throughout the week. Crews come back to headquarters every Friday to unpack, clean gear, and have the weekends off. Project schedules are varied, and Crew Leaders might operate on several different schedules throughout the field season. For weekend time, access to a personal vehicle is strongly encouraged for off-time transportation. Richmond, VT is a rural community without public transit.

Throughout the week, Leaders are responsible for ensuring camp life runs smoothly, camp chores are done, administrative responsibilities are finished, and projects are completed to a high standard of quality while working and living with their crew the whole time. This typically takes an average of 45-55 hours per week of scheduled tasks, with potential for additional time depending on level of organization or crew needs.

A successful Crew Leader fosters an inclusive and supportive crew community, helps Crew Members navigate challenges and celebrate successes, and provides opportunities for personal and professional growth while staying organized and managing their time effectively. Creating and maintaining a healthy crew culture is a top priority for Crew Leaders.

What We'll Expect from You

Supervision, Culture, Leadership

- Follow and uphold VYCC Principles, Practices, and Policies
- Create an inclusive crew culture that prioritizes physical and emotional safety
- Supervise Crew Members: conduct check-ins and feedback meetings that help Crew Members set goals, assess growth, and celebrate progress
- Instruct and support Crew Members on topics including proper tool use and care, camp living, and personal care while in the field
- Engage with VYCC staff on setting personal goals and charting personal and professional progress, demonstrate a growth mindset
- Effectively work with your co-leader to balance tasks and responsibilities

Risk Assessment and Safety Management, Logistics, Administrative

- Play a lead role in risk assessment and safety management in the field
- Help provide emergency response and communication during emergencies
- Complete administrative and reporting tasks
- Manage field logistics (vehicle maintenance checks, tool maintenance, camp set-up and tear-down, camp chores, and more)

Project Management

- Facilitate daily framing and debrief sessions with your crew
- Uphold a high standard of quality and efficiency on the project site while also prioritizing safety and learning
- Effectively communicate with VYCC staff and project partner to ensure completion of project goals

Required Qualifications

- At least 21 years of age
- Prior experience in trail construction and/or backcountry camping
 - Constructing stone staircases and retaining walls
 - Constructing rolling contour trails with full bench construction
 - Maintaining trails using USFS standards
 - Ability to hike up to 2 miles carrying gear and equipment over difficult terrain
 - Camping in backcountry or primitive settings
- Perform strenuous physical work safely in all weather conditions and motivate others to do the same
- Ability to hike in steep or uneven terrain, lift and carry heavy tools, gear, or materials
- Valid driver's license with good driving record for at least 3 years
- Eagerness for extensive camping with limited accommodations and support
- Excellent time management, organizational, and communication skills
- Experience in risk assessment and being responsible for the health and safety of others
- Experience in providing and receiving feedback, and creating a culture of learning and growth
- Be a U.S. citizen, a national, or legal permanent resident non-citizen of the U.S.
- Have not been convicted of murder or sexual assault and be willing to undergo a National Service Criminal History Check and a VT Agency of Human Services check. Crew Leaders will be working with vulnerable populations.
- Be a high school graduate or have a GED certificate, or be willing to work towards GED as part of their service-year successful completion requirement
- Valid driver's license with good driving record for at least three years (preferred)

Compensation & Benefits

- Weekly stipend: \$780-825, dependent on experience
- Food/housing: Camping is required Monday-Friday, food is provided when in the field (Monday evening-Friday afternoon)
- Wilderness First Aid and CPR Certification (if needed)
- Bonus paid upon completion of position
- Organizational dedication to on-going professional development

- Career pathways support through VYCC's Community Engagement Manager and program staff
- Paid time off: combination of flexible sick days and personal leave days with longer positions also having scheduled break time
- Potential to earn up to [12 free college credits](#)

Equal Opportunity at VYCC

Are you concerned that you don't meet all the requirements of this position? Please apply anyway. VYCC is dedicated to building an inclusive, diverse, equitable, and accessible work environment that fosters a sense of belonging – so if you're excited about this role but your experience doesn't align perfectly with everything in this job description, we encourage you to apply anyway. You may be just the right candidate for this role or another one of our openings!