Sierra Institute
for Community and Environment

## POSITION TITLE: P-CREW Youth Corps Crew Leader

**DEPARTMENT: Youth Stewardship**
**REPORTS TO: Megan Fletcher**
**LOCATION: [x] On Site, Taylorsville, CA [ ] Hybrid [ ] Remote**
**EMPLOYMENT TYPE: [x] Full-Time Seasonal [ ] Part-Time [ ] Temporary**

**SEASON DATES:** May 26 to late August 2026 (with potential for extension on either end)

---

## POSITION OVERVIEW

Youth Crew Leaders are integral to ensuring the success of the transformative P-CREW program. P-CREW Crew Leaders will have the unique opportunity to develop leadership and stewardship skills while supervising and mentoring a youth crew. This position was designed to empower P-CREW leaders to deepen their connection to nature, build trusting relationships with support staff, and feel confident building the next generation of natural resource stewards.

Crew leaders will be provided 2-3 weeks of in-field training to prepare for the P-CREW summer session. Once P-CREW begins, crew leaders will train, supervise, and mentor their youth crews 24/7 for two five-week sessions. Crew Leaders are responsible for managing eleven, 10th-12th grade teenagers while supporting restoration efforts on the Plumas and Lassen National Forests and adjacent lands in the Northern Sierra. Participants do not go home during the five weeks. Thus, the Crew Leader position is very similar to a camp counselor role and includes facilitating safe and sustainable recreation with the crews on weekends.

Crew Leaders will be part of a team of three field staff, which includes two Crew Leaders and an Alumni All-Star Assistant. The Alumni “All-Star” Assistant is someone who has successfully completed a P-CREW session and is returning to gain leadership experience. Following the completion of the 10 week P-CREW program, Crew Leaders will assist with season wrap up: organizing paperwork, project accomplishments, and media; gear and tool maintenance and inventory; and end of season evaluations.

Crew Leaders are passionate about youth stewardship and outdoor enthusiasts with the skills and interests to be excellent role models. This is a unique opportunity to make a lasting difference in the lives of youth through meaningful landscape stewardship under the umbrella of a growing, transformative, and innovative program.

## KEY RESPONSIBILITIES

- Participate in pre-season 2-3 week training (if training interferes with college finals, please reach out to discuss possible accommodations).
- Mentor and co-lead a crew of 11 crew members (ages 16-18) and one Alumni All-star Assistant for 10 weeks including day to day activities at the project site, at camp, and recreational activities on the weekends. This includes providing physical, social, and emotional support to the crew.
- Provide guidance, leadership opportunities, and camp operations responsibilities to the Alumni All-Star Assistant to foster personal and professional growth.
- Educate and train youth crew members in camp set up, camp and personal hygiene, Leave No Trace principles, and camp safety.
- Supervise and complete conservation projects for 40 hours per week in a variety of outdoor settings.
- Lead recreational trips on the weekends (backpacking, swimming, hiking, etc.).
- Navigate and transport crews to and from work, camp, and recreational sites safely while pulling a trailer on both paved and dirt roads.
- Submit written, digital, and oral reports on project accomplishments, supplies, personnel, incidents, vehicles, and expenses to support staff on a weekly basis. This includes capturing before and after photos of projects and photos of crew members working, camping, and recreating.
- Provide guidance for healthy meal planning to crew members. Food will be provided by support staff.
- Plan, organize, and facilitate team building activities and educational lessons with the aid of a pre-developed curriculum.
- Practice routine safety meetings with crew members including job hazard analysis, evening debriefs, vehicle checks and tool assessments.
- Conduct personal check-ins and evaluations of crew members to foster personal and professional development.
- Administer in field first aid and keep detailed records.

## QUALIFICATIONS & REQUIREMENTS

**Required Qualifications:**

- Wilderness First Responder certification or higher preferred, past First Aid experience required.
- Lifeguard certification preferred.
- Pre-service background screening required.
- Minimum Age Requirement: 21+.
- Clean Driving Record.
- Experience working with teens (ages 15-18).
- Experience working on or supporting youth and/or young adult crews in

conservation/restoration activities. *If an applicant has a strong background working with teens and experience camping, prior experience with conservation work may be waived. *
- Social and emotional skills to promote positive personal growth and develop relationships with people from all backgrounds, abilities, cultures, orientations, identities, and communities.
- Ability to assist crew members in navigating the dynamic challenges they may face as an individual or a group.
- Leadership experience.
- Camping skills and familiarity with Leave No Trace practices.
- Strong communication, leadership, organizational, and problem-solving skills.
- Undergraduate degree in Outdoor Recreation Leadership, Natural Resources, Youth Development, or similar program with teaching experience, **and/or** relevant work experience.

**Preferred Qualifications:**

- COVID-19 Vaccination is highly encouraged.
- A sense of humor and positive mental attitude!

---

## WORKING CONDITIONS & PHYSICAL REQUIREMENTS

- This position consists of field-based working conditions. Tent camping consecutively throughout the program duration.
- Limited to no access to shower facilities.
- Physically demanding Position: Be able to lift up to 50 lbs, and hike 4-8 miles on weekend recreation

---

## SALARY & BENEFITS

- $23-$28 (dependent on experience) 54 hour weekly
- Meals provided while the program is in session.
- Up to 3 week paid training provided

---

## APPLICATION PROCESS

- Send cover letter, resume, and three references as one PDF to jobs@sierrainstitute.us. Use "**P-CREW Youth Corps Crew Leader "** as the subject line.
- Mention where you heard about the job (be specific).
- Position open until filled; applications reviewed on a rolling basis starting **\[December 15]**.
- *Questions?* Call 530.284.1022 or email **jobs@sierrainstitute.us.**

---

## ABOUT SIERRA INSTITUTE:

The Sierra Institute supports rural communities by promoting healthy forests, watersheds, and natural resource management. Located in Taylorsville, CA, within Indian Valley, the organization focuses on initiatives that benefit the environment, economy, and equity. Surrounded by public lands like Plumas and Lassen National Forests, the area offers a uniquely rural lifestyle.

## ABOUT P-CREW Youth Corps:

Sierra Institute's P-CREW Youth Corps is an immersive, five-week, experiential work opportunity designed to offer employment on Northern California's public lands to youth from rural and urban areas around the state. In 2026, P-CREW Youth Corps will field four 14-person youth corps crews to complete conservation projects such as: trail maintenance and building, invasive species removal, aspen and meadow restoration, and hazardous fuels reduction. Crews will spend their weekends playing in the mountains through activities like hiking, backpacking, climbing, swimming, and more!

P-CREW is uniquely capable of providing a formative and unforgettable experience for youth through immersion in the culture and communities of the Sierra Nevada's largest watershed. Students will forge unexpectedly strong friendships, develop leadership and job skills, explore diverse and wild forests, and build pride and confidence in themselves. We purposefully design crews to be balanced across geographies and gender identities to foster opportunities for exposure to a variety of backgrounds, stories, and cultures among crewmates.

## ABOUT TAYLORSVILLE:

Taylorsville, CA, is a small historic town in the scenic Indian Valley, known for its cultural richness and outdoor recreation opportunities. With a population of 154, it features landmarks like the Taylorsville Tavern and Young's Market, as well as unique community events like the Silver Buckle Rodeo and Holiday Light Parade. Surrounded by Lake Almanor, national forests, and Lassen Volcanic National Park, Taylorsville offers year-round adventure despite the impacts of the 2021 Dixie Fire. It's a blended community of ranchers, loggers, and outdoor enthusiasts drawn to its charm and natural beauty.