

# Youth Conservation Crew 2017

## ADULT CREW LEADER APPLICATION



### The Opportunity



Inspire the next generation of conservation leaders through environmental career exposure, technical job skills, interpersonal skills, and community building. In this job, you will mentor and supervise 6 youth ages 14-18 from diverse backgrounds as they complete important work in our natural areas, build job and life skills and earn a paycheck. See our website for more information: [www.portlandoregon.gov/parks/ycc](http://www.portlandoregon.gov/parks/ycc)

Work dates: June 15 - August 23 (work Monday - Friday / 36 hours per week)  
Hourly rate: \$15-17/hour

### The Ideal Candidate



We are looking for (7) adult crew leaders who are:

- Technically proficient in **one or more** of the following areas: trail building & maintenance; environmental education; habitat restoration; gardening or tree care
- Passionate about equity, diversity and culturally responsive leadership
- Skilled facilitators who can create a dynamic, inclusive, growth-oriented & productive work environment
- Knowledgeable about the flora and fauna of the Pacific Northwest
- Mentors who love working with teens and who demonstrate best practices of teaching, leading, community building and job skills progression
- Excited about working alongside teens outdoors in Portland Parks & Recreation's natural areas all summer

*We encourage people of all races, ethnicities, religions, genders and abilities to apply, as well as English Language Learners.*

Apply by March 4th for priority consideration.



For your application to be complete, submit:

1. Resume
2. List of 3 references
3. Answers to the 7 questions on the following page (up to 3 pages in length)

E-mail your complete application to: [kelly.rosteck@portlandoregon.gov](mailto:kelly.rosteck@portlandoregon.gov)



**PORTLAND PARKS & RECREATION**

Healthy Parks, Healthy Portland



# Youth Conservation Crew 2017

## ADULT CREW LEADER APPLICATION

We are hiring 7 crew leaders to work on 5 different crews. In addition to having teaching, leading and mentorship skills, you must also have crew-related technical skills, as described here:



### **Community Gardens - hiring 1 crew leader**

The Community Gardens Crew (CGC) supports the Community Gardens Program, a network of 51+ gardens located in neighborhoods throughout the city. The CGC collaborates with the public on garden maintenance projects, new common area plantings, educational events for youth and adults, garden plot restoration, new garden planning and construction, and fostering positive and equitable community involvement in the gardens program. The Community Gardens Crew Leader needs to demonstrate safe management of crews inside and around gardens, proper tool handling, basic crop identification, and to maintain positive interactions with families and children from many different cultural backgrounds in the gardens at all times.



### **No Ivy League - hiring 2 crew leaders**

The No Ivy League (NIL) restores the native ecology of Portland's natural areas by removing invasive plants, including ground ivy, tree ivy, blackberry and other species. Crews also take care of young native plants, conduct citizen science, collect data and occasionally build split-rail fences. Crew leaders are responsible for motivating youth to work, teaching about ecology, restoration techniques and building appreciation for our natural areas.



### **Teen Naturalist Team (TNT) - hiring 1 crew leader**

The Teen Naturalist Team (TNT) is comprised of 6-7 diverse teens that research and develop experiential, science-based lessons about urban ecology. TNT teaches their lessons to students attending urban camps, giving the students a chance to get outside, learn about science and nature, and spend time with teen mentors who connect them to their neighborhood schoolyards and parks. The role of the crew leader is to teach educational and group management techniques, and provide an environment for constant feedback and growth as the teens become skilled, autonomous teachers.



### **Trail Crew - hiring 2 crew leaders**

The Trail Crew maintains trails in Portland's natural areas. Using industry accepted techniques for sustainable trail maintenance, the crew focuses on reducing erosion entering Portland's rivers, streams, and water bodies by 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.



### **Tree Crew - hiring 1 crew leader**

The Tree Crew learns proper pruning techniques, maintains the health of Portland's urban canopy, and increases the safety of park patrons. The Tree Crew works in Portland parks, in right-of-ways and on public school properties around Portland. The crew leader must know proper pruning techniques, tree identification and basic arboriculture.

# Youth Conservation Crew 2017

## ADULT CREW LEADER APPLICATION

Name: \_\_\_\_\_  
E-mail: \_\_\_\_\_  
Phone: \_\_\_\_\_ text? \_\_\_Y \_\_\_N

### To apply, please submit the following:

- Resume
- List of 3 references
- Answers to the following questions (up to 3 pages in length).

#### 1. Diversity & Equity

The City of Portland and the Youth Conservation Crew are committed to diversity and equity. A YCC crew leader is responsible for mentoring and supervising teens from diverse racial, ethnic, gender, economic and religious backgrounds. Additionally, some teens may experience homelessness, anxiety, trauma or have a developmental disability. Where are you in your path to understanding issues related to diversity and equity? What is your experience working with diverse youth? Do you have specific skills, training, experience or understanding that would prepare you to effectively promote equity in the workplace?

#### 2. Technical Skills

Decide which crew(s) you would like to be considered to lead from the 5 options: Community Gardens Crew, Trail Crew, Tree Crew, No Ivy League and Teen Naturalist Team. Explain what specific technical skills and experience you have that would make you eligible to lead it. You can describe your skills for as many or as few crews as you would like to be considered for.

#### 3. Group Facilitation

As a crew leader, you will be responsible for building community within your crew and leading the day-to-day activities for your group, as well as ensuring a productive and respectful workplace for all youth. What are some games and activities that you would use to build community and a sense of teamwork? How would you maintain both a sense of community and hard work?

4. What else do you want us to know about you?

5. Are you available to work the entire YCC crew season (June 15- August 24): \_\_\_Yes \_\_\_No \_\_\_Not sure

6. Do you have a driver's license and a good driving record: \_\_\_Yes \_\_\_No \_\_\_Not sure

7. An important part of the job is transporting youth in 7-passenger vehicles. Are you comfortable with this?