



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 6 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 for more information: www.portlandoregon.gov/parks/ycc

WORK SCHEDULE

Dates: June 15- August 19 (with possibility of beginning early and extending the position longer)

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

COMPENSATION

Hourly rate is \$16- \$18.50 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.

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 **flora and fauna** 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-RELATED TECHNICAL SKILLS

We are hiring 6 crew leaders. In addition to having teaching, leading and mentorship skills, preferred candidates also have crew-related technical skills, as described here:

- **NATURAL AREAS CREWS** - Crews enhance the native ecology of Portland Parks & Recreation's natural areas by removing introduced plants, including ivy, blackberry, and other species. Crews also take care of young native plants, conduct community science, collect data, and build split-rail fences. Crew leaders are responsible for teaching job skills, ecology, restoration techniques, and for building appreciation for our natural areas. The "City Nature East Crew" meets in Southeast Portland. The "No Ivy League" meets in Northwest Portland.
- **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. The Trail Crew meets in Southeast Portland.
- **TREE CREW** - The Tree Crew works in Portland parks, in rights-of-way, and on public school properties around Portland. 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 should know proper pruning techniques, tree identification, and basic arboriculture which they will demonstrate to the crew on a daily basis. 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. The Tree Crew meets in Southeast Portland.

APPLICATION QUESTIONS

1. **DIVERSITY & EQUITY:** 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 supervising 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? What is your experience working with diverse youth? What specific skills, training, or experience do you have that prepare you to create a positive workplace for people from all backgrounds?
2. **TECHNICAL SKILLS:** 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.
3. As a crew leader, you will be leading the work of 6 teenagers ages 14-19. What experience do you have working with teenagers? What are some games, activities & traditions that you would build into the program to create community and a sense of teamwork?
4. As a crew leader, you will help youth develop their sense of work ethic, initiative and personal responsibility. Consider this scenario: one member of your crew spends a lot of time standing around, and waiting to be told what to do. The other teens feel like they are doing more work, and are complaining. How would you address the first teen? How would you address the other teens?
5. What else do you want us to know about you?
6. Are you available to work the entire YCC crew season (Approx. June 15- August 19)?
7. An important part of the job is transporting youth in 7-passenger vehicles. Do you have a driver's license and a good driving record? Are you comfortable driving youth, and can you do this safely?

HOW TO APPLY

- A complete application includes 3 things: (1) Resume, (2) List of 3 References, and (3) answers to the 7 questions
- Email your complete application to kelly.rosteck@portlandoregon.gov. If possible, send your application as ONE PDF document.
- March 2nd is the priority due date. However, applications will be accepted until all positions are filled.