

**Job Description:****CorpsTHAT Crew Leader/ Assistant Crew Leader**

<b>Job title</b>	<i>Crew Leader</i>
<b>Reports to</b>	<i>Program Director/Program Administrator</i>

**Location:** Baltimore, MD (projects will be in the DMV area)

**Status:** Seasonal, Full-time, Exempt

**Wages:** \$400-800 per week

**Benefits:** Job training, uniform shirts, protective equipment, food, camping gear, and transportation provided during the 3-week program.

**Program dates for leaders:**

Field-Based training: August 31<sup>st</sup> to September 8<sup>th</sup>

Session Dates: September 10<sup>th</sup> – October 15<sup>th</sup>

**Session dates for members:**

September 11<sup>th</sup>- October 14<sup>th</sup>, 2020

### Program Background

The CorpsTHAT Conservation Corps program was created to offer professional development and training for Deaf and Hard of Hearing young adults. The CorpsTHAT Conservation Corps program integrates team-based work projects, education, and professional training into a program that stresses leadership growth and the development of conservation work skills. By creating an ASL inclusion crew, Deaf and hard of hearing people have access and are included in the more significant national service movement. It has the intention to provide youth and young adults with a sense of identity, job experience, and connections to future job and/or academic opportunities.

### Job purpose

CorpsTHAT crews will complete high priority conservation projects across the Mid-Atlantic region. As a Crew Leader, you will be responsible for crew safety, ensuring high-quality work, building community, crew work ethics, and personal and professional development of the Crew members, among other responsibilities. You must be comfortable with hard work in harsh conditions commonly found living and/or working in the outdoors for weeks at a time. The leadership team consists of two crew leaders.

### Duties and responsibilities

Crew leaders are responsible for safely completing conservation and maintenance projects to high standards by training, working with, and supervising crews of six to ten Deaf and hard of hearing youth and young adults. Crew leaders provide direction and guidance for crew members with specific attention to safe work practice, work quality, and production efficiency. Projects may be located in urban areas or remote settings with little contact to civilization. Crew leaders are

expected to problem solve and motivate their crew to complete very physically demanding projects. Crew leaders are expected to set the pace and tone of the work and are the hardest workers on the project site. This position is very physically, emotionally, and mentally demanding. Crew leaders will lift heavy loads, hike long miles, and work long hours (both on and off the project site).

#### Essential Functions:

- Organize work projects for the crew in conjunction with the site supervisor
- Create a crew cohesiveness and a positive crew culture.
- Maintain tool and material inventory.
- Operate, clean, and maintain equipment and report any damaged equipment to the site supervisor.
- Accomplish work goals to the satisfaction of the sponsors and project proposals.
- Remain drug, tobacco, and alcohol-free while with your crew.
- Responsible for the physical and emotional safety of program participants at all times.

#### Administrative Tasks

- Maintain accurate paperwork: incident reports, receipts, crew member development, and project records.
- Complete and submit required reports and other paperwork promptly.

#### Development of crew members

- Facilitate and plan a formal training curriculum.
- Facilitate environmental education curriculum.
- Facilitate professional development curriculum.
- Use teachable moments to foster crew member development.
- Educate crew about various conservation issues.
- Commit to the development of Crew Member leadership skills.

### **Qualifications**

State the minimum qualifications required to perform the job successfully. These are the qualifications that are necessary for someone to be considered for the position.

- Be of 21 years of age or older.
- American Sign Language fluency is required.
- Outdoor leadership experience with youth or young adults.
- Experience and knowledge in Leave No Trace principles.
- Positive mental attitude: able to work long hours in often adverse and extremely challenging conditions.
- Relishes rugged living conditions.
- Good driving record and a valid driver's license.
- Ready to undergo a criminal background check.
- Desire to go the extra mile to make a positive impact on the crew and the environment.
- Experience leading and coordinating groups of youth or young adults.
- Excellent interpersonal, communication, and written skills.
- Excellent facilitation and team management skills.
- Ability to maintain and work irregular hours.
- Experience in coordinating, planning, organizing, and implementing activities for members.

- Current WFA or WFR Certification (or willingness to take WFA training before starting work).

### **Working conditions**

Dependent on program schedule; includes irregular weekend, afternoon, and evening work. Generally, during a project, this position will work 8 hours per day Monday through Friday at the project site, but it does not include the work of leading a crew that will occur at the campsite before and after the typical work hour at the project site.

### **Physical requirements**

The ability to stand for long periods, sit, twist, bend, grip, and lift and carry heavy objects up to 75 lbs -- also, the ability to hike long miles and live in tents for weeks at a time.

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