

**Job Description:****CorpsTHAT Crew Leader**

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

**Location:** DMV Area

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

**Wages:** \$700 - \$800 per week (dependent on experience)

**Benefits:** Job training, uniform shirts, protective equipment, food, camping gear, and transportation provided during the 5-week program.

**Program dates for leaders:**

Crew Leader: June 14th to August 6th, 2023

Crew Leader Field-Based training: June 14th to June 27th, 2023

**Session dates for crew members:**

June 29th to August 6th, 2023

### Program Background

CorpsTHAT Conservation Corps program was created to offer professional development and training for 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 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 Northeastern region. As a Crew Leader, you will be responsible for your crew's 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 four to six Deaf and Hard of Hearing 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 with 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 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

- 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 an irregular weekend, afternoon, and evening work. Generally, during a project, this position will work Monday through Friday 8 hours per day at the project site, but it does not include the work 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.