

## Now Hiring Youth Conservation Corps Assistant Crew Leads



Wild Arizona, in partnership with the Coronado National Forest's Douglas Ranger District, is pleased to announce our six-week summer residential Youth Conservation Corps program for 2025.

### **Position Overview**

This year we are seeking two assistant crew leads to work alongside two alternating crew leads and a program proctor to supervise a group of ten high school aged crew members. They will assist in leading conservation work projects, setting and enforcing program expectations for crew members and guiding crew members in educational activities. This position is not expected to exceed a total of 45 days.

### **Job Location**

Southeast Arizona. The summer program will be based out of the U.S. Forest Service's Rucker Admin Site (<https://maps.app.goo.gl/ROXZKi95vY7QnCe48>) on the southwest side of the Chiricahua Mountains. Often during the work week the crew will live in tents somewhere close by. Assistant crew leads will be expected to stay with the crew for the duration of the program. Special exceptions may be made on a case by case basis.

### **Job Duration**

June 6th – July 20th, 2025

**Rate of Pay**

\$17.00 to \$17.50 an hour, depending on experience.

**Application Deadline**

March 1st, 2025. Hiring decisions will most likely be made by the middle of March.

**Who Should Apply**

High school graduates 18 years or older who have participated previously in a youth conservation corps program.

**How to Apply**

Visit <https://www.wildarizona.org/ycc> (Or scan QR code down below), navigate to the section titled “Assistant Crew Leads” and click on “Submit Your Application” to fill out the electronic application. Note, you will be asked to upload a resume and cover letter in the application. There will also be a handful of short answer questions that differ based upon your previous involvement with the program.

**Program Overview**

Wild Arizona’s summer youth conservation corps program is a six week residential program that lasts from June 8th to July 20th, 2025. It is a paid program for high school students ages 15 to 17 that teaches hands-on wildland conservation skills, helps sharpen individual responsibility and independence and provides opportunities for crew members to explore a variety of career paths within the Forest Service.

**Wild Arizona**

Wild Arizona is a conservation non-profit that has taken on the bulk of the responsibilities of running the youth conservation corps for the Douglas Ranger District in the Coronado National Forest. Wild Arizona’s mission is to protect, link, and restore wild lands and waters across Arizona and beyond, for the enrichment and health of all citizens, and to ensure Arizona's native plants and animals a lasting home in wild nature. We organize and amplify multi-community voices of support for legislation and special designations; advocate for conservation science-based environmental policy and planning; and cultivate stewardship, social/environmental awareness, and well-being through outdoor volunteerism, science, and education.

## **Program Leadership Structure**

The program proctor handles many of the administrative tasks of the summer program as well as supporting and training crew leads and assistant crew leads throughout the summer.

Two crew leads from Wild Arizona's permanent year-round field crew provide the primary leadership for the day to day tasks of the summer program. The two crew leads work an "eight day on/six day off" schedule, swapping out with each other at the end each week. Thus, for the entirety of the program there will be always be one crew lead around, with the exception of Sunday (an overlap day) during which for part of the day there will be two.

The assistant crew leads help the crew leads in running the day to day operations of the program. Both of the assistant crew leads stay on site for the entire duration of the summer. In order to manage the workload the assistant crew leads will need to work out with each other a system of when they will be "on" and when they will be "off." This will keep their hours at forty a week and prevent burn-out.

## **Job Description**

Assistant crew leads will assist the crew leads in managing ten crew members for seven days a week, whether they are at the Rucker admin site or camping elsewhere during the work week. This management includes both when the crew members are on the clock and the time that they are off the clock.

During the workday, assistant crew leads will be guiding crew members in a variety of work tasks that may include performing trail maintenance, building erosion control structures, clearing fence line of underbrush, and installing bear boxes in campgrounds. At times the crew will be working on their own projects with the guidance of the Forest Service. At other times various Forest Service resource specialists will guide the crew in a variety of tasks related to their particular speciality. Assistant crew leads along with the crew leads will need to make sure that crew members are performing the required work tasks and doing so in a safe manner.

On Saturdays, assistant crew leads will help chaperone crew members in some sort of educational and recreational activity in the nearby area such as touring a historic site, touring a local farm or going on a hike. Sundays are both a rest day for everyone and a chance for people to unwind, read, play games, etc. Assistant crew leads will need to help make sure that crew members are getting the rest they need and preparing well for the upcoming work week.

Throughout the program, assistant crew leads will need to help educate about and enforce the performance of the daily tasks and expectations of living in close community with one another. This means making sure everyone is performing their daily chores, helping crew members navigate conflict with one another, and keeping an eye out for people that are not doing well physically, emotionally

and psychologically. Assistant crew leads must work to ensure crew members are following the Rules of Rucker.

Functionally, assistant crew leads are a hybrid between a crew lead and a crew member. Accordingly, one of the best things that an assistant crew lead can do is provide an exceptional example of what it means to be in community with one another and work on a conservation field crew.

### **Job Duties**

- Work collaboratively with the crew lead in managing, supervising, and participating in the day-to-day work activities of the crew
- Help implement daily and follow-up on-site discussions about ecology, wilderness, leadership and hands-on skills training
- Engage in weekly one on one meetings with program proctor
- Participate in weekend debriefs with other crew leads and program proctor
- Help monitor, manage and promote the crew's physical/emotional safety and health throughout the summer
- Assist in transporting crews and equipment safely

### **Job Requirements**

- Must be able to walk on uneven, slippery terrain and kneel for extended periods of time
- Must be able to operate tools such as hand saws, pruners, picks, and shovels
- Must be able to carry a backpack weighing 50 pounds or more for 3–6 miles per day
- Must be able to speak, read and write English
- Must have a high school diploma or GED certificate
- Must have Wilderness First Aid and CPR certifications (Wild Arizona will pay for this)
- Must have a valid driver's license and have a clean driving record
- Willingness to obtain a federal driver's license (Wild Arizona will facilitate this)

### **Desired Traits and Qualities**

- Good communication skills in both group and one and one settings
- Excellent organizational skills and the ability to stay on task
- Ability to work both independently and as a team member
- A sense of humor and an ability to roll with the punches
- Self-advocacy and self-awareness
- Willingness to have difficult conversations

### **Gear, Food and Housing**

Assistant crew leads must supply their own work clothes, backpacks, hiking boots and camping gear. See required gear list for crew members for a thorough breakdown of what it will be necessary to have.

All specialty equipment such as trail tools, group camping gear, etc., will be provided by Wild Arizona or the U.S. Forest Service for the length of employment. Assistant crew leads will be responsible for the care and return of any equipment provided by Wild Arizona.

Food and housing are provided during the work week at no cost. The Forest Service administration site the project will be basing out of has a large kitchen and common building, with a dormitory to sleep in, as well as flush toilets and showers. While in the field during the workweek, the crew will typically be car camping or backpacking into a remote campsite.