

ECO AmeriCorps

2024-2025



Youth Conservation Corps Steward

Northwoods Stewardship Center, 154 Leadership Dr, Island Pond, VT 05846

Connecting people and place through science, education, and action

Position Supervisor: Dusty May- Conservation Corps Director

Conservation Corps Director- Oversees all aspects of NorthWoods Conservation Corps including the supervision of all seasonal staff and Project planning and implementation. Develop and track department budgets. Strategically plan for department and organizational improvements and changes. Recruit, hire, train, and field department employees (and select AmeriCorps members). Write and execute grants to fund on-mission projects. Attend and participate in trainings, workshops, work group meetings, and conferences.

The Role

The Youth Conservation Corps Steward will participate in a professional and hands-on service to northern communities through environmental education, community outreach and conservation service. The AmeriCorps member will engage local youth and communities to provide career and conservation skill training to seasonal NorthWoods Youth Conservation Corps members (these are not AmeriCorps members); cooperate with local and regional partners to identify and complete priority conservation and community service projects; and increase capacity for education, recreation and service opportunities at NorthWoods, on our 1500-acre 'Outdoor Classroom' and in local communities.

They will assist the NorthWoods Conservation Corps in preparations of upcoming programs and projects, implementation of conservation practices and projects assist and collaborate with NorthWoods Outdoor Education program to develop and implement Educational programming for local youth. Participate and implement outreach and educational events held at NorthWoods. This position will then transition in the summer to assisting in overseeing a 4-5 member Conservation Corps Youth Crew over the course of a 7-week field season. They will help oversee the Conservation Corps Youth Crew in the completion of priority community service and river, trail and wildlife management projects.

The Youth Conservation Corps Steward will build NorthWoods Capacity in the ways listed below.

Project Implementation: contributing directly to projects such as trail maintenance, habitat restoration, or environmental education. This on-the-ground work enhances the organization's ability to carry out its mission and expands the organization's human resources capabilities that could lead to more effective and efficient project implementation.

Community Engagement: Stewards may interact with local communities, fostering relationships and raising awareness about conservation issues. This outreach can help build a positive reputation for the organization and increase community involvement.

Education: The Youth Conservation Steward position involves educational components such as training and supervising youth on conservation based projects, they will also contribute to the organization's outreach and educational efforts, helping to build knowledge and awareness about environmental issues to community members and youth employees.

Networking and Partnerships: Stewards may collaborate with other organizations, agencies, or stakeholders, expanding the network of support and resources available to NorthWoods Stewardship Center.

Long-Term Impact: By focusing on youth involvement, the Steward will help NorthWoods investing in the future, cultivating a new generation of environmentally conscious individuals who may continue to support and engage with the organization over time.

Essential Functions:

The AmeriCorps member must demonstrate maturity, motivation and commitment to the local environment. Ability to serve under physically challenging conditions is essential. The position may include service commitments related to the overall success of the NorthWoods Conservation Corps as well as efforts specifically related to his/her Conservation Service Youth Crew including outreach, recruitment, and supporting other NorthWoods programming. Member will lead a crew of high school age individuals (ages 14-18) in conservation projects on locations throughout Vermont. Member will be responsible for inspiring and motivating YCC crew members while completing priority conservation projects in the field. Projects vary each year, but generally include trail maintenance and construction, addressing water quality issues, removing invasive species, and improving wildlife habitat. Prior to the season, will have the opportunity to gain the skills necessary to confidently lead a crew at the NorthWoods Collaborative training. They will have the opportunity to refine their leadership skills, engage in crew dynamics, gain hands-on trail experience, and meet the rest of the NorthWoods

leadership team. In addition, they will receive specific, on-site training throughout the season. At the end of the season, all leaders will walk away as greater stewards of the natural environment.

Secondary Functions:

- Event planning and coordination
- Project planning and implementation
- Grant applications
- Environmental Education Support
- Other NorthWoods Program Support
- Professional Networking and experience
- Educational and Training Opportunities

Desired Qualifications:

- Commitment to protecting and improving the quality of the environment for human and natural communities
- Previous experience in trail building/maintenance conservation practices preferred · Strong interest in natural resource conservation, management, and education · Experiencing managing groups and demonstrated leadership skills
- Demonstrated commitment to fostering inclusive environments aligning with NorthWoods – Justice, Equality, Diversity, Inclusion values
- The ability to serve responsibly and cooperatively as a member of a team
- An ability to thrive and demonstrate competence with communication and administrative duties · Strong interpersonal skills and experience in professional relationship building · Have a passion for being part of a team to make a positive environmental impact.
- Possess a clean, valid, state-issued driver's license
- Previous conservation corps experience preferred but not required
- Experience in best practices for field safety and a general understanding of Leave No Trace principles
- Capable of performing some strenuous physical labor under varied weather conditions · Wilderness First Aid and CPR training or equivalent must be obtained by Crew Season (financial assistance and opportunities may be available)
- Chainsaw, ax, and/or crosscut saw experience preferred (opportunities for training will be available)
- Commitment to protecting and improving the quality of the environment for human and natural communities
- Must be 19 or older

DEIJ:

We have a hybrid staff and board Justice, Equity, Diversity, and Inclusion committee that meets monthly to discuss JEDI topics as they related to our organization and how we can meet our goals using organizationwide trainings, open discussions, and updates to organizational policies to make successful, fulfilling employment and service at NorthWoods more accessible to people of all backgrounds. We recognize that this is a never-ending commitment to changing as better information becomes available, and we invite our short-term staff and AmeriCorps members to join in our JEDI discussions to bring fresh perspective to issues that have a greater effect on short-term staff, such as campus housing. The JEDI committee currently engages 2 ECO AmeriCorps members, and we anticipate continuing to have AmeriCorps members and shorter-term staff be part of this committee. We also are committed to having residential staff on the committee. Our current second co-chair is a

campus resident, and she helps give voice to residential concerns that the long-term staff don't have as much direct, recent experience with. Additionally, we have implemented several initiatives such as including indigenous land acknowledgements at staff and board meetings, revamping our website to be more accessible for people with visual impairments, and using inclusive language in our website and employment materials.

Climate Resiliency:

NorthWoods Stewardship Center and the goals of the 4 programmatic areas focus on climate resiliency in several different ways, all bring a unique approach to the issue.

Ecosystem Restoration: Restoring and enhancing natural ecosystems. NorthWoods Stewardship Center engages in projects such as reforestation, wetland restoration, and habitat rehabilitation to improve the overall health of ecosystems, making them more resilient to climate change impacts.

Community Engagement and Education: Building climate resilience often involves raising awareness and educating communities about the impacts of climate change. NorthWoods Stewardship Centers' programmatic areas engage in educational aspects within programs to inform community members, employees and participants about sustainable practices and resilience-building measures within the work that all our programs do.

Invasive Species Management: Climate change can contribute to the spread of invasive species, which can have detrimental effects on ecosystems. NorthWoods undertakes several projects annually to manage and control invasive species, promoting the resilience of native flora and fauna.

Infrastructure Improvement: Climate-resilient projects may involve improving infrastructure to withstand extreme weather events. This could include building or upgrading trails, bridges, and other structures to be more resilient in the face of changing climate conditions.

Monitoring and Research: Regular monitoring and research efforts can help organizations understand how ecosystems are responding to climate change. This data informs decision-making and allows for adaptive management strategies.

Youth Engagement: Involving youth in conservation and stewardship activities not only builds their connection to the environment but also fosters a new generation of individuals who are knowledgeable and passionate about climate resilience.

Networking:

NorthWoods Conservation Corps works with numerous partners including State and Federal agencies as well as other Conservation and Recreation based non-profits. The member would have numerous opportunities to interact with professionals from these different organizations. Some examples of these different organizations are US Fish and Wildlife Service, US Forest Service, VTFPR, Conservation Districts, Connecticut River Conservancy, Kingdom Trails, VT River Conservancy, etc. In addition, NorthWoods is holding a 3-day organization-wide training at the beginning of the summer with presenters from other

organizations and plenty of opportunities to meet and mingle with other field professionals. The ECO AmeriCorps member will be encouraged to attend meetings, trainings, and other events throughout

the year which will provide ample opportunities for them to network with our partners.

Misc:

I am happy to introduce our AmeriCorps members to anyone within my network, invite them to gatherings, and/or tell them about local events, and so forth. I am also happy to share my knowledge about the local region and share knowledge about all that the NEK as to offer in regards to outdoor activities. I also support hosting ECO AmeriCorps events at NorthWoods to help promote cohort cohesion among the members.

During the winter months this position will spend 2-3 days outdoors helping with educational programs and the other days will be office based with occasional outdoor activities and events. The rest of the service time during the spring, summer and fall will be spent outdoors in a variety of conditions.

Our goal is for you to experience the field of Conservation and help the Conservation Corps department implement projects that have a positive impact on our local communities and the region.

Minimum Qualifications:

- Be a US citizen, a national, or legal permanent resident alien of the U.S.;
- Be at least 18 years of age upon entering the Pre-Service Orientation (there is no upper age limit);
- Be a high school graduate or have a GED certificate or be willing to work towards their GED as part of their service-year successful completion requirement. A member cannot have dropped out of high school to join AmeriCorps. If a member has a documented medical reason/professional opinion why they cannot finish high school, they might be eligible; call in this case;
- Has not been convicted of murder or sexual assault and is willing to undergo a National Service Criminal History Check;
- Must submit to Agency of Human Services checks, i.e. Adult Abuse and Child Abuse Prevention;
- Be committed to the ECO AmeriCorps program, and its ethic of service and personal and professional development of its participants;
- Have the ability and enthusiasm to drive to, attend, and participate in required trainings and events, and be prepared to drive up to 2-3 hours each way

To Apply: [My AmeriCorps - Home Page](#)

Position begins September 17th, 2024 and ends August 15th, 2024

The State of Vermont is an Equal Opportunity Employer. Positions are open to all applicants without regard to race, color, national origin, ethnicity, disability, age, gender, gender identity, sexual orientation, political affiliation, veteran's status, religion or creed.



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