



Plumas Conservation, Restoration, and Education in Watersheds (P-CREW)

Live. Work. Learn. Play.

2025 P-CREW Youth Crew Leader

Position: P-CREW Youth Crew Leader

Location: Taylorsville, CA - with project work across the Northern Sierra

Season Dates: Approximately Mid-May to Late-August

Compensation: \$22-\$25 (commensurate with experience + wage subject to change), up to 3 weeks paid training, all meals provided during the 10 week P-CREW Season.

Program Overview:

Sierra Institute's P-CREW Youth Corps is an immersive, five-week, experiential work opportunity designed to offer employment on Northern California's public lands to youth from rural and urban areas around the state. In 2024, P-CREW Youth Corps will field four 14-person youth corps crews over a 10 week period to complete conservation projects such as: trail maintenance and building, invasive species removal, aspen and meadow restoration, fuels reduction, and forest restoration. Crews will spend their weekends playing in the mountains through activities like hiking, backpacking, climbing, paddling, swimming, and more!

P-CREW is uniquely capable of providing a formative and unforgettable experience for youth through immersion in the culture and communities of the Sierra Nevada's largest watershed. Students will forge unexpectedly strong friendships, develop leadership and job skills, explore diverse and wild forests, and build pride and confidence in themselves. We purposefully design crews to be balanced across geographies and gender identities to foster opportunities for exposure to a variety of backgrounds, stories, and cultures among crewmates.

Position Overview:

Youth Crew Leaders are integral to the success of P-CREW. P-CREW Crew Leaders will have the unique opportunity to develop leadership and stewardship skills while supervising and mentoring a youth crew. This position was designed to empower P-CREW leaders to deepen their connection to nature, build trusting relationships with support staff, and feel confident building the next generation of natural resource stewards.

Crew leaders will be provided 2-3 weeks of in-field training to prepare for the P-CREW summer session. Once P-CREW begins, crew leaders will train, supervise, and mentor their youth crews 24/7 for two five-week sessions. Crew Leaders are responsible for managing eleven, 10th-12th grade teenagers while supporting restoration efforts on the Plumas and Lassen National Forests and adjacent lands in the Northern Sierra. Participants do not go home during the five weeks. Thus, the Crew Leader position is very similar to a camp counselor role and includes facilitating safe and sustainable recreation with the crews on weekends.

Crew Leaders will be part of a team of three field staff, which includes two Crew Leaders and an Alumni All-Star Assistant. The Alumni "All-Star" Assistant is someone who has successfully completed a P-CREW session and is returning to gain leadership experience.

Following the completion of the 10 week P-CREW program, Crew Leaders will assist with season wrap up: organizing

paperwork, project accomplishments, and media; gear and tool maintenance and inventory; and end of season evaluations.

Crew Leaders are experienced outdoor enthusiasts with the skills and interests to be excellent role models. This is a unique opportunity to make a lasting difference in the lives of youth through meaningful landscape stewardship under the umbrella of a growing, transformative, and innovative program.

Duties and Responsibilities:

- Participate in pre-season 2-3 week training (if training interferes with college finals please reach out to discuss possible accommodations)
- Mentor and Co-lead a crew of 11 crew members (ages 16-18) and one Alumni All-star Assistant for 10 weeks including day to day activities at the project site, at camp, and recreational activities on the weekends. This includes providing physical, social, and emotional support to the crew.
- Provide guidance, leadership opportunities, and camp operations responsibilities to the Alumni All-Star Assistant to foster personal and professional growth.
- Educate and train youth crew members in camp set up, camp and personal hygiene, Leave No Trace principles, and camp safety.
- Supervise and complete conservation projects for 40 hours per week in a variety of outdoor settings.
- Lead recreational trips on the weekends (backpacking, swimming, hiking, etc.)
- Navigate and transport crews to and from work, camp, and recreational sites safely while pulling a trailer on both paved and dirt roads.
- Submit written, digital, and oral reports on project accomplishments, supplies, personnel, incidents, vehicles, and expenses to support staff on a weekly basis. This includes capturing before and after photos of projects and photos of crew members working, camping, and recreating.
- Provide guidance for healthy meal planning to crew members. Food will be provided by support staff. ■ Plan, organize, and facilitate team building activities and educational lessons with the aid of a pre-developed curriculum.
- Practice routine safety meetings with crew members including job hazard analysis, evening debriefs, vehicle checks and tool assessments.
- Conduct personal check-ins and evaluations of crew members to foster personal and professional development.
- Administer first aid and keep detailed records.

Qualifications:

- Proof of full COVID-19 Vaccination
- Wilderness First Responder certification or higher preferred, past First Aid experience required
- Lifeguard certification preferred
- Pre-service background screening required
- Minimum Age Requirement: 21+
- Clean Driving Record
- Experience working with teens (ages 15-18)
- Experience working on or supporting youth and/or young adult crews in conservation/restoration activities. ■ Social and emotional skills to promote positive personal growth and develop relationships with people from all backgrounds, abilities, cultures, orientations, identities, and communities.
- Leadership experience
- Camping skills and familiarity with leave no trace practices

- Strong communication, leadership, organizational, and problem-solving skills
- A sense of humor and positive mental attitude!

We invite all interested parties to apply including those who are neurodiverse, belonging to Tribal communities, women, POC, and LGBTQ+ persons.

Skills or experiences that can fill in for desired qualifications may be considered.

About the Sierra Institute

The Sierra Institute promotes healthy forests, watersheds, and communities by investing in the well-being of rural communities and strengthening their participation in natural resource management. Our work supports initiatives that simultaneously benefit the environment, economy, and equity within a given landscape. Sierra Institute's P-CREW Youth Corps is an essential pathway to the professional opportunity for diverse youth. Sierra Institute is located in Taylorsville, CA (population 154), and lies within an area referred to as "Indian Valley" that includes the communities of Greenville and Crescent Mills. Indian Valley offers uniquely rural community events and is surrounded by public lands including Plumas National Forest, Lassen National Forest, and Lassen Volcanic National Park.

Learn More:

To learn more about the P-CREW Youth Corp program visit: <https://pcrew.sierrainstitute.us/>

To Apply:

Please send your **cover letter, resume**, and contact information for **three references** as **one PDF** to jobs@sierrainstitute.us with "P-CREW Youth Crew Leader" in the subject line. In the email please indicate your earliest start date and answer the question of "Why do you want to work with P-CREW Youth this summer?". **Review of applications will be on a rolling basis. The position is open until filled.**

Questions? Contact Megan Fletcher , P-CREW Program Coordinator at (530) 284-1022 or email at pcrew@sierrainstitute.us