

Job Posting: **Crew Leader**

El Ranchito

Summer Camp 2017

Austin, Texas – www.elranchito.org

Title: Crew Leader (4 positions: 2 male; 2 female)
Supervisor: Conservation Corps Director (and Project Coordinator while on projects)
Employment Dates: June 9 – July 11, 2017
Residency Dates: June 9 – July 11, 2017 (includes full staff training, three NDC sessions and evaluation)
Salary: \$2,300 (plus \$300 if selected to serve as lifeguard; pay rate for approved hours worked outside of Employment Dates is \$14/hr)
Classification: Seasonal Employment, health benefits not provided
Closing Date: January 31, 2017, or until filled
To Apply: Please submit application and resumé to employment@elranchito.org or to El Ranchito Camp, 11719 Bee Caves Rd, Austin, TX 78738

Camp Description

El Ranchito's mission is to connect youth with the natural world by providing an extraordinarily fun and inspiring nature-immersion camping experience. The Conservation Corps (CC) is El Ranchito's camp session serving 10th-12th grade students. The Corps has a four-fold focus: nature immersion, conservation service, community/leadership development, and job training. Corps members intimately experience the land, its plants and animals, its creeks, and the starry night sky. A primitive tent camp, where staff and Corps members sleep, makes experiencing the natural world fun and safe. The camp site is within close proximity of the Nature Discovery Camp (for 4th-9th graders) and is located on the Shield Ranch, just 20 miles southwest of Austin. El Ranchito is a project of the Shield Ranch Foundation in collaboration with El Buen Samaritano Episcopal Mission and Westcave Outdoor Discovery Center.

Position Description

Four Conservation Corps crew leaders will work and supervise 10th-12th graders in one 12-day session. Crew leaders will train, motivate, direct and supervise Corps members in 6 hours of conservation work each day as well as engage them in nature study, field trips (including overnight trips), and recreation at various times throughout the day. Each team of two female or two male crew leaders will be responsible for nine Corps members 24-hours a day (including all meal times) with designated refresh time on rotation. Duties include but are not limited to:

- Fully participate in camp site prep and take down, staff training, nature programs, and evaluations.
- Train and lead Corps members through safety talks, tool prep and conservation projects that may include: trail work, habitat restoration, endangered species management and control of invasive plants.
- Model 100% involvement with the program and commitment to Corps members having fun in nature.
- Promote conservation values with Corps members and staff.
- Support Corps member rotation in camp duties and provide supervision as needed.
- Serve as a healthy role model for Corps members, providing insight, direction, nurture and support.
- Cultivate effective working relationships with staff, volunteers, and camp participants.
- Live in tents for camp duration – sharing quarters with one or more staff members.
- Support other staff as needed.

Qualification Requirements

- At least three years of college required plus experience in natural sciences and conservation work; a minimum of four years of related study and experience can substitute for college.
- Preferred qualifications: conservation work experience; outdoor leadership training/experience; Spanish fluency; lifeguard certification (\$300 supplement for 2 staff); 15-passenger van driver (at least 21 years old)
- Experience working with youth (ages 14-17) in outdoor and organized residential camp settings
- Experience tent camping, hiking and exploring in natural areas
- Willing to accept supervision, work independently and as part of a team
- Willing to live in a tent camp setting without running water, air conditioning and use of electronics
- Willing to follow a camp dress code
- Willing to fully participate in the camp community and lead conservation work projects
- Completion of a Wilderness First Aid class (as part of staff training)
- Completion of a child protection course (as part of staff training)
- Proof of current CPR certification required before staff training begins
- Background check required. Any candidate with a felony conviction will be disqualified.
- No tobacco, drugs, alcohol or weapons are permitted at El Ranchito.

Additional details on page 2

El Ranchito Conservation Corps Crew Leader (page 2)

REPORTING RELATIONSHIPS:

POSITION REPORTS TO: El Ranchito Conservation Corps Director and Project Coordinator
POSITION SUPERVISES: El Ranchito Conservation Corps members

POSITION PURPOSE: Responsible for training and development of El Ranchito Conservation Corps crew for the successful completion of El Ranchito conservation projects and camp session.

ESSENTIAL FUNCTIONS AND BASIC DUTIES:

1. Participates fully in camp staff training week while in residence at camp;
 2. Leads and trains Corps members in conservation, trail building, habitat research and restoration, invasive species removal, and tool knowledge;
 3. Ensures compliance with safety standards at all times;
 4. Supervises a crew of Corps members and works cooperatively with other crew leaders and other staff;
 5. Ensures successful and timely completion of projects;
 6. Maintains tools as needed and with the assistance of Corps members during their work time;
 7. Performs other tasks as assigned.
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PERFORMANCE MEASUREMENTS:

1. Corps member growth and development: Presents a positive role model for Corps members that supports the learner and the mission of El Ranchito;
 2. Academic excellence/Technical expertise: Demonstrates a high degree of conservation and tool knowledge and the ability to enable Corps members to develop competencies and skills.
 3. Teamwork: Works efficiently and effectively as a member of a staff team; communicates effectively and cooperates with other camp staff.
 4. Above and beyond: Looks at the big picture of all that needs to get done on the conservation projects; eagerly participates in the camp community; maintains attentiveness for ways to be helpful in the camp program.
 5. Evaluates and is evaluated by members.
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QUALIFICATIONS:

EDUCATION / CERTIFICATION: At least 3 years of college completed; May substitute 4 years of nature study, field experience and familiarity with a conservation corps or AmeriCorps program.

REQUIRED KNOWLEDGE: Trail building and habitat restoration techniques. Mechanical and basic tool knowledge a must; training in safe use of a chainsaw preferred.

SKILLS: Ability to lead/co-lead work crews; Ability to teach and ensure proper and safe use of tools; Good problem solving skills; Mediation skills; Operate 15 passenger van preferred (must have clean driving record and be at least 21 years old).

BEHAVIORAL COMPETENCIES: Flexibility under pressure; Patience; Good communication; Good decision-making.

ATTENDANCE REQUIREMENTS:

Must be in residence for all of staff training, the camp session, and the post-camp group evaluation/take-down period.

PHYSICAL ACTIVITIES AND REQUIREMENTS:

REPETITIVE MOTIONS: Demonstration and use of tools – trail tools, hand saws, picks, wheelbarrows

PHYSICAL STRENGTH: Active, outdoor work in all types of weather; may walk 2-6 miles when on site; must hike to job site carrying up to 30 lbs.; ability to exert up to 80 lbs. of force occasionally; ability to restrain potentially violent individuals.

TALKING: Must frequently convey detailed or important instructions or ideas accurately;

AVERAGE HEARING/VISION: Hear normal conversations and receive ordinary information, operate equipment.
