

**JOB ANNOUNCEMENT:**

POSITION: Youth Conservation Corps (YCC) Crew Leader

WORK SCHEDULE: Seasonal temporary, 30-40 hours per week

LOCATION: San Juan Island, Lopez Island, and Orcas Island

TIME PERIOD: Mid June - Mid Aug (Approximately)

WAGE: \$20.00 - 25.00 hourly, based on experience

SAN JUAN ISLANDS

CONSERVATION  
DISTRICT**OVERALL JOB DESCRIPTION:**

Crew leaders are expected to: Lead and direct summer seasonal work crews (ages 12 - 17); Perform field work (75%); Implement seasonal work plans for environmental stewardship and educational activities; Support the development and growth of the YCC program and provide training, mentoring, leadership and supervision to island YCC crews.

**DUTIES AND RESPONSIBILITIES:**

1. Collaboratively leads seasonal youth activities for the YCC program:
  - Implements daily work plans and projects, including environmental education, in coordination with the co-crew leader, program coordinator, and SJICD management.
  - Lead and motivate crew members to perform and work safely in various field projects including but not limited to: trail building/maintenance, wildlife habitat monitoring/restoration, noxious weed removal, forestry monitoring, farm and food systems education, and related projects.
  - Plans and teaches environmental education daily using YCC curriculum and weekly educational themes.
  - 10-15% of job duty includes paid administrative work, including: completing daily and weekly reporting, emails, photo documentation, incident logs, and coordinating with co- crew leader and program coordinator.
2. Professionally represents YCC program in the community:
  - Maintains transparent, effective, and professional communication with crew leads, program coordinator, program partners, and crew member's parents/guardians.
  - Follows direction and detailed instructions from supervisors and seeks clarification when needed.
  - Maintains a high level of professionalism and integrity, inspires confidence and respect, finds solutions to challenges, and uses feedback from others to grow and develop.
  - Uses patience and clear communication to help youth grow, gain skills, and develop a stronger connection to the natural world and the local community.
3. Maintains responsibility for the safety of self, others, materials and equipment:
  - Manages any emergency response situations according to YCC protocols and first aid training, and acts in the prevention of potential for emergency situations.
  - Reports all incidents regarding the health and safety of crews and partners to supervisor(s) in a timely manner.

**DESIRED QUALIFICATIONS:**

- Previous experience as a crew member or leader in a conservation, trails or other similar program.
- Previous experience with technical aspects of trail building, restoration or natural resource related projects.
- Wilderness First Responder or similar training and/or certification.
- Bilingual Spanish/English is desired, but not required.
- First aid and CPR certified by program start date.
- Familiarity of the San Juan Islands, marine ecosystems and ecology of the Pacific Northwest.
- Experience leading groups in outdoor environments, particularly youth.

**REQUIRED QUALIFICATIONS:**

- Background in environmental education or related/applicable field.
- Some familiarity, or willingness to learn, about the San Juan Islands' natural environment.
- Able to maintain confidentiality and handle sensitive topics professionally and appropriately.
- Demonstrate interpersonal skills and ability to positively interact with individuals of diverse backgrounds.
- Enjoys being part of a team and collaborative working environment while also being able to work independently.
- Has access to cell phone, personal transportation, and housing in San Juan Islands for the duration of the program\*
- Can approach high stress and/or dynamic crisis situations with compassion and calm, level headed decision making

All applicants must be 18 years or older, able to pass a background check, possess a valid driver's license, and have ability to use all safety equipment. Must possess a willingness to perform physical activity and work in adverse weather/field conditions. Must demonstrate ability to rely on experience, training and independent judgment in determining how to plan and execute responsibilities in a resourceful and effective manner.

\*Unfortunately, we cannot provide housing for crew leaders. However, we will do our best to connect you with potential options!

**TO APPLY:**

Please send a resume, cover letter, and 3 references to [mike@sjicd.org](mailto:mike@sjicd.org) with the subject line titled **"YCC Crew Leader App 2026"**

The San Juan Islands Conservation District (SJICD), as an equal employment opportunity employer, encourages applicants from diverse backgrounds to apply. It is the policy of SJICD to follow all federal and state laws to ensure non-discrimination in its employment practices.

American with Disabilities Act (ADA) Notice: Individuals, who need an ADA accommodation to complete the application, test or interview process, please email or call: [mike@sjicd.org](mailto:mike@sjicd.org) or (715) 570-0979

**ABOUT THE YOUTH CONSERVATION CORPS:**

The Youth Conservation Corps, operated under the San Juan Islands Conservation District, provides conservation and stewardship programs for youth ages 12-18. The cornerstone summer program runs for 8 weeks June-August, with three crews of about 15 members, one per island, on Orcas, Lopez, and San Juan Islands. Each crew mainly operates on their home island, working closely with program staff, conservation professionals, and partner education programs on stewardship/restoration projects, inquiry-based experiential outdoor education, technical field skill building, and professional development.

Learn more about the YCC on our website at: [www.sanjuanislandscd.org/ycc](http://www.sanjuanislandscd.org/ycc)