Job Description

EcoCorps Senior-Level Crew Lead

Summary
This SEEDS EcoCorps Senior-Level Crew Lead will serve as a full-time employee focused on three arenas of activity:

- Senior field supervisor and trainer to our EcoCorps members,
- Liaison between crews working in the field, clientele, and SEEDS leadership, and
- Development and implementation of construction, carpentry, and other skilled trades training

Fieldwork may take place in rural regions, National Parks, urban areas and may include activities such as small-scale construction, light carpentry, landscape or agricultural installations and maintenance, trail construction and maintenance, invasive species removal, building renovations, recycling, and historic preservation.

The Senior-Level Crew Leader will model quality work ethic and skills, including customer service, for the EcoCorps Members and other Crew Leaders. This person will also be expected to seamlessly incorporate “teaching moments” throughout the workday in order to enrich the academic and cultural success of program participants.

The ideal candidate personally resonates with the full extent of SEEDS mission to implement local solutions to global challenges at the intersection of ecology, education, and design. The ideal candidate has prior experience working with underserved youth populations.

Essential Job Duties:
- Foster client relations and provide top level customer service
- Provide on-site supervision of projects
- Educate and ensure safe work practices in the field
- Supervise work crew including crew member attendance, skill development, performance feedback and time sheet review/approval
- Mentor and coach crew members regarding employability and life skills
- Train members and crew leaders in the field
- Provide additional training for other crew leaders as necessary
- Provide documentation of crew time, project/crew member success, safety concerns, etc.
- Report project progress and crew concerns to supervisor, and Human Resources as appropriate

Other Responsibilities
- Participate in youth recruitment activities
- Participate in client and donor cultivation activities
- Other duties as assigned
Qualifications

- Minimum five years experience in construction or carpentry, including the use of power construction tools, saws, and chainsaws
- Minimum two years experience working as a trainer, or demonstrated ability to lead a crew
- Ability to tactfully give direction and performance feedback
- Ability to lead a crew and carry out projects to completion with very little oversight
- Ability to demonstrate and model excellent work ethic
- Excellent organizational and risk management skills
- Ability to demonstrate creativity, patience and good humor while working with crew
- Clean driving record required
- Mechanically inclined, and able to practice normal preventative maintenance on SEEDS vehicle and tools
- Ability to:
  - Hike up to 10 miles
  - Regularly lift up to 30 lbs, and occasionally lift up to 50 lbs
  - Operate power equipment, including construction and landscape
- Familiar with and can model safe use of hand tools
- Able to use hands and body to operate tools and controls, as well as reach, pinch and grasp items with hands and arms
- Able to climb, balance, stoop, kneel, crouch or crawl, reach up, or bend/lean down
- Able to frequently walk, sit, talk, and listen
- Must have close vision and ability to focus
- Must speak, understand, read and write English
- Ability to use software such as: Microsoft Word, Google Docs, Google Sheets, Google Calendar, and internet applications

Other Requirements

- Awareness of ecological principles and carbon drawdown strategies and willingness to know more
- Experience working in experiential education and with youth and/or “at-risk” populations strongly preferred
- Passion for working with diverse skill levels
- Passion for the environment
- Excellent communication and relationship skills
- Strong work ethic
- Self-motivated/independent worker
- Familiarity with additional trade industries preferred, such as energy efficiency, welding, plumbing, hardscaping, landscaping, or a combination of the above
- Available for overnight travel, when required
- Must be able to pass state criminal background and sex offender checks
*This is a temporary Fulltime position working 35-40 hours per week*

While this position description describes the general nature and level of work being performed by people assigned to this position, it is not an exhaustive list of all responsibilities, duties and skills required. All positions at SEEDS EcoCorps may require duties outside of normal responsibilities, as needed.