

2026 HSLC CREW MEMBER POSITION DESCRIPTION

Position Title: Crew Member (ages 14-17)

Compensation: \$400 Stipend, with completion of the 11-day program

2025 Program Dates: June 16th-26th, July 14th-24th 2026

Reports to: High School Leadership Field Coordinator, Program Lead, and Stewardship Field Manager

Location: For most of the 11 day program, Participants will be camping in front-country campgrounds in Rocky Mountain National Park (water, toilets, etc.). Within these 11 days, there are 4 nights spent working in the backcountry (no toilets, limited vehicle access, etc.)

Position Summary: Crew members will work with up to 10 of their peers, including 2 youth mentors, to complete conservation, wildfire mitigation, and/or historic preservation projects throughout public lands in Northern Colorado. Projects can include, but are not limited to, trail maintenance and construction, vegetation management, wildfire mitigation, and habitat restoration. Projects are completed alongside the National Park Service and US Forest Service staff, along with interaction with Poudre Valley Wilderness Volunteers.

Additionally, crew members will participate in orientation and leadership training activities and career development workshops. These will include safety protocols, Leave No Trace principles, backcountry preparedness, public speaking, and various teambuilding activities.

Qualifications:

- Positive attitude and interest in community service
- Previous experience working in a group setting
- Strong desire to strengthen personal growth and leadership skills
- Effective communication skills
- Interest in conservation or gaining general outdoors skills
- An ability to empathize with others and work through adversity

Requirements:

- Must be a US Citizen, US National, or Lawful Permanent Resident of the US
- Must complete physician's review
- Must be between the ages of 14-17
- Strong prioritization of safety for oneself and others. This includes but is not limited to knowing your physical limits to reduce strains and sprains, using caution when lifting and using team lifts when possible, being aware of your surroundings, and careful foot placement when walking on uneven ground.

- Demonstration and continued respect of RMC property including but not limited to RMC vehicles, equipment, etc.

Essential Service Functions: Ability to perform the *Essential Service Functions 40 hours per week

- Long (10 hour) days of shoveling, digging, carrying equipment, swinging heavy tools repetitively, as well as a myriad of other physical activities
- Heavy lifting of up to 50 pounds
- Walking and working on steep or uneven terrain
- Carrying a 40lb backpack up to 4 miles
- Working in adverse weather
- Working, eating, and camping outdoors in all weather conditions

*Adequately performing essential service functions is a requirement of this position. Reasonable accommodation is available upon request.

Position Responsibilities and Tasks:

Crew members must:

- Actively participate in all training, orientation, education, and career development programs
- Develop personal and professional goals, and create plans to achieve those goals
- Substantially contribute to all service projects
- Abide by safety protocols, including wearing all required PPE during project work
- Follow the direction and guidance of crew leaders, agency staff, and program manager

To actively participate in all training, orientation, education, and career development programs, Crew members must:

- Attend all provided training and orientation activities during the 11-day program.
- Be prepared to take notes, complete assigned tasks, and actively participate in interactive sessions.
- Attentively listen to and demonstrate respect towards presenters.
- Silence and store cell phones out of reach.
- Identify goals and pursue achieving them over the course of the season.
- Demonstrate drive and interest towards personal development and professional growth
- Actively participate in debrief discussions and one-on-one meetings with respective Crew Leaders
- Contribute to crew cooking, chores, and campsite cleanliness

To substantially contribute to all service projects.

Crew members must:

- Arrive at work on time, every time. Work Schedules vary from day to day and will be identified in conjunction with your agency partner.
- Be fully prepared for the workday with nutrition, hydration, layers, work uniform and PPE.
- Be fully present during the workday.
- Follow direction from agency staff, youth mentors, and the field coordinator.
- Effectively work with their crew to coordinate project responsibilities and duties.
- Complete project tasks to NPS and USFS standards.
- Abide by safety protocols and procedures.