

2026 High School Leadership Corps Crew Mentor Job Description

Position Title: Crew Mentor (ages 14-17)

Compensation: \$600 Stipend, with completion of the 11-day program, plus completion of one day of training prior to the 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: The High School Corps Crew Mentors will provide leadership, mentorship, and oversight to the Rocky Mountain Conservancy High School Leadership Corps program. The High School Corps Crew Mentors will take part in implementing the High School Leadership Corps program, staying in the field with the crew for their entire 11-day program, working alongside the High School Corps Field Coordinator and Program Lead on crew projects and status, resolving, and reporting on conflicts in the field, and providing partnership support between the crew and the agency supervisors (National Park Service, Poudre Wilderness Volunteers). The High School Corps Crew Mentor may perform the duties of this position throughout Larimer County and across Rocky Mountain National Park and Arapaho-Roosevelt National Forest.

Qualifications:

- Strong communication skills - verbal and written
- Demonstrated strong leadership and supervisory skills to lead by example – on and off-duty
- Experienced in trail work and wilderness travel
- Current Wilderness First Aid certification, reimbursed by Rocky Mountain Conservancy
- Ability to motivate and create an excellent team environment and work ethic
- Proven organization and time management skills
- Mature judgment to solve problems while supervising others with diverse backgrounds and experiences
- Assess tasks, develop work plans, delegate assignments, and monitor work
- Demonstrated ability to complete administrative tasks in a timely manner
- Ability to foster a positive crew dynamic and help mediate internal problems that arise
- Robust interpersonal communication skills
- Proven ability to adapt to changing work schedules
- Proven ability to empathize with others and work through adversity
- Passion for service-learning activities

Requirements:

- Must be a US Citizen, US National, or Lawful Permanent Resident of the US
- Must successfully complete physician's review, if requested
- Must be a returner to the High School Leadership Corp Program or have equivalent leadership experience.
- Must be between the ages of 14 and 17

Position Responsibilities and Tasks:

Crew Mentors must:

- Attend all provided training and orientation activities
- Actively participate in technical and personal skills training, strive to further develop these skills in the field and serve as a resource to mentor members
- Support training and educational activities by facilitating learning opportunities
- Fully contribute to service projects to the best of their ability
- Must serve safely, effectively, and efficiently to ensure that projects are completed to the satisfaction of project hosts
- Foster a positive crew dynamic and help mitigate conflict among crew members
- Communicate effectively with crew members, program staff, and agency liaisons
- Organize crew gear, tools, and work supplies throughout the season
- Work in the field providing logistical support for crews for the entirety of the 11-day High School Leadership Session

To foster a strong crew dynamic and mitigate conflict among crew members, Crew Mentors must:

- Work together with other Crew Mentors as a team and foster inclusivity within the crew.
- Address and strive to resolve crew conflicts or personal member issues informally through individual or group discussion. If conflicts cannot be resolved or are policy violations requiring disciplinary action, contact Program Lead/Field Coordinator immediately.
- Host daily debriefs to review successes, lessons learned, and areas of improvement for future days
- Facilitate off-duty crew activities (i.e., crew dinners, teambuilding activities), but encourage alone/personal/reflective time when necessary
- Prioritize fostering a positive learning experience for crew members
- Help facilitate professionalism and ethics on the job site and be available to answer questions as needed