



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

THE FAMILY YMCA- JOB DESCRIPTION

Job Title: **Youth Conservation Corps (YCC) Trail Crew Leader** Schedule: 30 hrs/week

Job Type: May 29th-July 24th, 2026 (Seasonal)

Job Code: 05-2101-060301

FLSA Status: Non Exempt

Pay Range: \$18.60-\$20/Hr

Revision Date: 10/2025

Reports to Sports Director

POSITION SUMMARY:

The person(s) selected for this position will be responsible for working with the Y Trainer and Administrator to ensure the successful completion of YCC project activities. The Crew Leader is responsible for working alongside of (as a role model) and for overseeing the YCC Crew Members in the field, and for the safe and successful completion of the predetermined YCC projects. Through hands-on training, education and learning opportunities, crew members will develop transferable work skills, and receive coaching on how to apply learned skills in future education or work settings. Projects and trainings may include riparian restoration, trail construction and maintenance, fire ecology data collection and application to watershed management projects, training in historic preservation, tool use and care, erosion control, bridge building and installation, native plant and animal identification, and other locally relevant ecology concepts.

YCC/YMCA SPECIFIC QUALIFICATION GUIDELINES:

Eligibility requirements for Crew Leaders:

- (1) are between the ages of 18 and 25 years of age
- (2) have a valid driver's license, reliable transportation and a clean driving record

ESSENTIAL FUNCTIONS & JOB DUTIES:

Crew Leaders and members must report to designated area before 8 am, fully geared and ready to work each day so that work can begin promptly at 8 am. Leaders are expected to help motivate and work alongside Crew Members to build and maintain technical trails among other projects. Crew Leaders will be expected to perform a variety of assigned tasks with attention to detail, safety, and respect for their fellow Crew Leaders and Members at all times. The Crew Leaders will be responsible for completing Crew Member evaluations as well as work status updates and reports as assigned.

MATERIALS AND EQUIPMENT:

Must provide own work boots, rain gear/poncho and large, reusable water bottle. Gloves, a hard hat, and safety glasses will be provided by the YCC. Long pants are a requirement (no shorts or cut-offs permitted). Two long-sleeved shirts, required for work, to be provided. Tools will be checked out on a daily basis.

CREW LEADERS WILL BE EXPECTED TO:

- Uphold safety and Child Protection standards for all YCC activities
- Represent the YMCA throughout the community in a positive, respectful manner
- Attend staff meetings and other meetings and trainings and class lessons as required
- Maintain a professional appearance and manner reflective of YMCA standards
- Perform duties as assigned
- Be prepared for outdoor work with proper equipment, water and attire

PHYSICAL DEMANDS & WORK ENVIRONMENT:

- Lift 40 pounds using proper technique
- Ability to work and adapt to varied outdoor terrains and weather conditions. The work sessions will be located in the desert and mountain environments of Los Alamos, New Mexico
- Requires bending, lifting, pushing, stooping, carrying and other demanding physical labor
- Ability to walk 3 miles one way (up to 6-miles round trip) carrying a full day's supply of water, tools, etc. on steep terrain
- Ability to sustain high level of performance for at least 8 hours; work all day in the sun, and be able to walk out of the project site at the end of the workday.

- Crew Leaders/Members will be exposed to stressful and physically and mentally demanding situations
- Will/may be exposed to dust, pollen, ash, soot, and other environmental allergens
- Must have adequate vision to safely and effectively review documents in varied formats i.e....paper and digital and work with tools required for this position
- Must have adequate hearing to respond to members and interact with the public
- Drug Free as outlined in the Y's Substance/Alcohol Abuse and Testing Policy
- Failure to perform duties and behavior that is not to a professional level of conduct may result in termination

JOB QUALIFICATIONS:**KNOWLEDGE/EXPERIENCE:**

Must have the ability to demonstrate and/or show competency in the following areas:

- Trail building/construction experience
- Supervising others and adherence to job standards
- Planning and organize work in a timely manner to meet deadlines
- Supervising well-coordinated, high-quality projects
- Work a flexible schedule to meet program staffing/planning needs
- Exercise mature judgment and sound decision making
- Communicate effectively both orally and in writing
- Learn, follow and enforce local Y and national guidelines related to policies
- Pass a background investigation
- First Aid and CPR certification (required or obtain within 15 days of hire)

PROFESSIONAL EXPECTATIONS:

The YCC Trails Crew Leader will present a competent and positive image of The Family YMCA through the professional and safe coordination of all YCC programming, quantified by completion of the key areas of responsibility and continuous improvement of the systems.

In addition the YCC Trails Crew Leader will exhibit and represent behaviors consistent with the expectations within the YMCA competency guidelines listed below:

- Accepts and demonstrates the Y's values
- Demonstrates a desire to serve others and fulfill community needs.
- Works effectively with people of different backgrounds, abilities, opinions, and perceptions
- Builds rapport and relates well to others
- Makes sound judgments, and transfers learning from one situation to another
- Embraces new approaches and discovers ideas to create a better member experience
- Strives to meet or exceed goals and deliver a high-value experience for members
- Pursues self-development that enhances job performance
- Demonstrates an openness to change, and seeks opportunities in the change process

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

JOB DESCRIPTION REVIEWED AND UNDERSTOOD:

Employee Signature: _____ Date: _____