



## THE FAMILY YMCA- JOB DESCRIPTION

Job Title: **Youth Conservation Corps (YCC) Crew Member** Schedule: 30 hrs/week  
Job Type: June 1st-July 24th, 2026 (Seasonal) Job Code: 05-2101-060301  
FLSA Status: Non Exempt Pay Range: \$16-\$17/Hr  
Revision Date: 10/2025 Reports to: YCC Leader/Trainer

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### POSITION SUMMARY:

The person(s) selected for this position will be responsible for working with the Y's Administrator, Trainer and YCC Crew Leaders to ensure the successful completion of YCC project activities. 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. This person is responsible for continuous high-quality customer service, which includes, but is not limited to meeting internal and external customer needs, and for presenting a positive attitude toward the Y, its staff, and its programs.

### YCC SPECIFIC QUALIFICATION GUIDELINES:

Eligibility requirements for corps members, at the time of employment:

- (1) between the ages of 14 and 25 years of age
- (2) have a valid driver's license and reliable transportation; or if too young to drive, ages 14-15 be able to obtain a work permit.

### ESSENTIAL FUNCTIONS & JOB DUTIES:

Crew 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. Crew Members will be expected to build and maintain technical trails among other projects. Crew Members will be expected to perform a variety of assigned tasks with attention to detail, safety, and respect for fellow Crew Members and Leaders at all times.

### 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 MEMBERS 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 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 ( 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
- Will/may be exposed to stressful, 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:

- Strong desire to work outdoors
- 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 to obtain after hire)

**PROFESSIONAL EXPECTATIONS:**

The YCC Trail Crew Member 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 Trail Crew Member 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: \_\_\_\_\_

Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_