



TEENS, Inc. is a Nederland, Colorado based non-profit organization with the mission to support, educate and empower youth and their families to make healthy choices and thrive. Lincoln Hills TeamWorks (called TeamWorks, moving forward) is a youth education-based employment program which aims to connect young people with nature and community. TeamWorks combines a diverse group of youth from rural and urban areas to carry out projects alongside both public land managers and non-profits.

### **Job Description:**

TeamWorks isn't a one-off summer experience, but instead offers youth an opportunity for a deeper connection with community and the natural world. TeamWorks is a conservation-based youth employment program that brings together a mix of young people (ages 15-20) from urban and rural areas to work side-by-side on crews. As an organization, our goal is to attract and hire underrepresented youth who would not ordinarily have the opportunity to work on a conservation crew. Crews collaborate with a variety of project partners in the Front Range of Colorado, and have the chance to work with both public land managers as well as non-profit organizations. TeamWorks fosters a work environment that is equally fun and supportive, and many of our youth return to work for the program year after year, building solid relationships with one another, their crew leaders, our organization, and the lands they work on.

Crews work 10 hours a day, Mon-Thurs, on an assortment of conservation projects including trail building and maintenance, fire mitigation, watershed restoration, and noxious weed removal, and all participants and leaders return home each night. In addition, each crew will participate in a 4 day, 3 night campout once during the season, providing an opportunity to strengthen the bonds of the crew and providing many participants an opportunity for healthy risk taking. Crew leaders will have three day weekends to explore the beautiful Rocky Mountains of Colorado, which are easily accessible from everywhere we work!

### **Job Details:**

- o Entire season runs from May 9th - August 11th, 2022
  - o May 9th - May 26th - Paid training
  - o May 31st - August 1st - Season with crew
  - o August 2nd -4th and 8th-11th - Crew leader only projects (required, but so much fun!)
- o All crews work Mon - Thursday, 10 hour days, with the exceptions of Orientation Week (crews work May 31st - June 3rd), Juneteenth week (crews work June 21st - June 24th), and Independence Day holiday and extra day off (crews work July 6th and 7th).
- o Pay: \$17-\$20/ hr depending on experience. Crew leaders are paid for drive time to the work site.
- o Housing is not provided, but we work to help crew leaders find a place to live.
- o Application is accepted on a rolling basis.
- o Positions available are based in Denver, Boulder, Conifer, Nederland, Bailey, Gilpin County, and Idaho Springs, Colorado.

### **Qualifications:**

- o At least 1 year previous leadership experience with youth.
- o Must attend a paid 12-day (spread over three weeks) Crew Leader training May 9th - May 26th (\$100 per day for the first two weeks, then full pay for the third week).
- o At least 21 years old.
- o Ability to work collaboratively with a co-leader.
- o Bachelor's degree and/ or a previous experience working with teens and young adults.
- o Exceptional organizational, leadership and communication skills.
- o Experience working in the outdoors in various weather conditions for up to 10 hours per day.
- o Willingness to submit a driving record and ability to drive a 15-passenger van in both urban and rural

environments.

- o Able to work for the whole season without any conflicting commitments.
- o Risk management and decision making proficiency.
- o Effective and inclusive leadership skills.
- o High capacity for communication and feedback.

**Desired Skills (applicants do not have to possess all skills to be a good fit):**

- o Practical knowledge of, and experience with trail/conservation work and tool use.
- o Wilderness First Responder or Wilderness First Aid Certification
- o Ability to use challenges and experiences to foster learning among crew members.
- o High level of group management and facilitation skills
- o Experience and excitement for working with culturally diverse groups

**Responsibilities:**

- o Partner with a variety of land management agencies and non-profit organizations to complete needed projects, including but not limited to fire mitigation, trail building and maintenance, watershed restoration, noxious weed removal, and light construction projects.
- o You and a co-leader will be responsible for training, mentoring, and working alongside a group of 12 crew members, supporting individual needs and maintaining group morale.
- o Demonstrate effective communication with crew, co-leader, project partners, and the Teamworks administration team.
- o Manage risk at the work site and oversee and maintain crew safety.
- o Complete accurate and detailed documentation of time sheets, weekly debriefs, crew member evaluations, incident reports, and project work reports.
- o Facilitate a safe and comfortable work environment, where youth can learn and grow. o Participate in a 4-day, 3-night camping trip with your crew during the summer.
- o Provide timely feedback and guidance to encourage personal growth among crew members through both formal and informal reviews.
- o Ensure that youth are learning from project partners, crew leaders and each other about the work they are completing.
- o Foster positive and professional working relationships with agency partners, and ensure projects are being completed to meet their expectations.
- o Know and uphold TEENS, Inc. policies in the field.

**Benefits:**

- Access to a variety of Pro-deals
- Three day weekends!
- A competitive wage in the industry
- Working with a diverse team of local youth
- Paid 12-day long training
- Connecting with a great community of people
- Worker's compensation coverage

Please fill out the [application online](#) or visit [www.teamworkscolorado.org](http://www.teamworkscolorado.org) for more information. Direct any questions to [sara@teensinc.org](mailto:sara@teensinc.org). We will reach out to applicants within two weeks of application submission.

*As I look back over the past summer, I can gladly say that my life was enriched from my experience with TeamWorks and Teens Inc.*

-Cole (Crew Leader, 2016)

*I have worked for my share of different organizations, and this is by far one of the best....and one that I am genuinely proud to work for!*

-Melissa (Crew Leader 2017 & 2018)