



EL RANCHITO AT SHIELD RANCH

Job Title: Conservation Corps Crew Leader
Supervisor: Conservation Corps Director
Classification: Seasonal Employment

Employment Dates

June 1 – July 18: Residential, overnight camp at the Campsite at Shield Ranch. This position will require living on-site during residential camp dates.

Residential Camp Dates at Shield Ranch

Monday, June 1 st - Thursday, June 4 th Saturday, June 6 th - Thursday, June 11 th	Staff Training
Sunday, June 14 th – Friday, June 26 th	CC Session 1
Saturday, June 27 th - Saturday, July 4 th	Staff Off
Sunday, July 5 th – Friday, July 17 th	CC Session 2
Saturday, July 18 th	Staff Wrap-Up

Compensation

Residential salary: \$4000 from June 1 – July 18, with housing, meals, and board provided during the camp sessions

Additional Compensation Opportunities

Early Commitment: \$150 bonus for committing to work with El Ranchito and completing paperwork by March 31, 2026

Referral: \$200 for a referral of another staff member who completes the summer season

El Ranchito Description

El Ranchito's mission is to connect children with the natural world by providing an extraordinarily fun and inspiring nature-immersion camping experience. Ninety percent of our campers qualify for free or reduced lunch at school and may not otherwise have the opportunity to attend a residential camp. We partner with El Buen Samaritano, Communities in Schools, Dell Children's Health Plan, People's Community Clinic, as well as other organizations to recruit campers.

The Campsite at Shield Ranch

Camp is located at the Campsite at Shield Ranch, on a protected 6,600-acre wildland just 20 miles southwest of central Austin. El Ranchito has operated since 2007 and the artfully designed and off-grid permanent camp facilities are the new home to El Ranchito. The Campsite is designed to stay cool during hot days and increase comfort and safety. The Campsite offers screened sleeping shelters, a screened open-air pavilion with gathering/dining space, an industrial kitchen, innovative sustainable systems for showers and evaporative toilets, and a safe place during inclement weather. With all solar and rainwater facilities, the Campsite models our conservation values. Our facility uses fans, shade, and breezes to stay cool. We have one air-conditioned space.



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AT SHIELD RANCH

Role Description

Conservation Corps is an overnight camp for 9th-12th graders focusing on nature immersion, community building, leadership development, and job training. Campers are called Corps members and learn valuable job skills while earning a stipend for their work. The Crew Leads will guide Corps Members through a conservation project such as building a trail or wildland restoration. Leaders will run different activities for the Corps members and assist when presenters are brought in. Crew Leaders will encourage a positive community among Corps members and help guide members through conflict resolution if issues arise.

Conservation Corps (CC) Crew Leader responsibilities include:

- Responsible for health and safety of CC members with support from a team of qualified and trained staff.
- Help members participate fully in the daily schedule including conservation projects, transitions, meals, and activities.
- Engage members in conservation projects, community circles, nature activities, games, field trips, and journaling.
- Respond to members' needs and seek support when needed from co-staff and leaders.
- Create a supportive, kind, and inclusive camp community for members to grow and thrive.
- Encourage members to make friends, try new things and participate fully in camp.
- Participate in a daily staff meeting.
- Contribute to the weekly camp evaluation and final evaluation after camp sessions end.
- Participate in camp duty rotation with assigned crew.
- Other duties as assigned.

Qualifications

- At least 21 years of ages
- Experience working with youth 14-18 years old
- Ability to work in outdoor setting for extended periods
- Strong interpersonal skills and ability to communicate effectively with children, parents, and other staff members
- Ability to pass a background check
- Ability to obtain First Aid and CPR certification
- Ability to be on site during duration of employment while session is running