



Youth Employment Program

Dillon, Montana 59725

(406) 925-3643

Conservation Employment



Recreation and Conservation in the Landscape

Western Colorado University & Youth Employment Program (YEP), **Salmon, Idaho**

Please send filled YEP [application](#), resume and letters of interest to the Western Colorado University Masters in Environmental Management program with subject line "Youth Employment Program": mem@western.edu

Phone: Dominique Naccarato, 719-221-4711

Employment Opportunity Description: This employment opportunity exists due to partnership between Western Colorado University's (WCU) Masters in Environmental Management program, the Montana/Idaho based Youth Employment Program (YEP), a 501(c)3 non-profit organization, and the Nature Conservancy. The partners invite applications from highly motivated individual(s) interested in working on the shared YEP and Nature Conservancy mandate "... to foster a culture of stewardship that will increase the durability and sustainability of conservation". This employment opportunity is based out of Salmon, Idaho during the 2024 and 2025 field season taking place April through September, depending on weather. Rate of pay is starting at \$17 an hour, with potential to increase, plus a \$5,000 fellowship per year for off-season capacity building work for YEP. Housing is provided during the field season. Fellowship work can take place at a distance, but fellow must participate in person during the field season. Start and work dates are flexible.

Successful candidates will gain experience and skills in restoration techniques, public lands management, grant writing and management, stakeholder/partner engagement, communications and non-profit management including capacity building, budgeting, and financial management. For those interested in building their career in Salmon, Idaho, continued YEP employment as a Program Manager upon initial project completion is possible, funding dependent.

Fellow must possess the following characteristics:

YEP, as an organization, embraces mentorship. Personal characteristics outweigh skills, which can be built. YEP seeks the following characteristics:

1. Self-confidence and belief in the YEP mission.
2. A strong drive to create meaningful systems that support the YEP/Nature Conservancy mandate. The candidate will demonstrate strong self-efficacy, instilling confidence in their crew.
3. Ability to create efficient, functional and quality systems.
4. Ability to create and expand the Salmon, Idaho program.
5. Personal drive for domestic and professional ecological accountability. Applicants should be aware that the community is rural and conservative, and successful participants be ready to adjust language and perceptions to meet project goals, while remaining loyal to ecological accountability.
6. Ability to work both in the office and in the field during field season.
7. Ability to accomplish the physical labor involved with ecological restoration.



2023 YEP Crew created and installed restrictor at Irishman Rock

Summer/Field Season (April - September, weather dependent)

YEP will provide housing in the town of Salmon, Idaho. During the summer months, applicants will manage a crew leading restoration, conservation and trails project work in the Salmon area, specifically at Harriman State Park, implementing trail plans, conservation measures, and monitoring protocols. Position pays \$17/hr.

Potential project directions outside field season (can be from a distance) - \$5,000 fellowship:

- Learn to manage project grants and agreements.
- Conduct stakeholder engagement to build relationships with agencies, non-profit and other organizations.
- Learn budgeting and financial management for Salmon YEP.
- Build organizational systems to improve durability.
- Assist YEP Program Manager to research and apply for grants.
- Work directly with the YEP Executive Director on organizational tasks.
- Collaborate with Dillon YEP Program Manager for visioning and plan implementation in SW Montana.
- Program communication and outreach, including meeting with program partners, social media, film, public speaking engagements, and event coordination.
- Build Salmon YEP capacity for expansion into Southern Idaho.

A successful applicant will:

- Communicate effectively, resolve conflicts, and work well in a team-setting with problem-solving skills.
- Be interested in and enthusiastic about community involvement.
- Enjoy working with the general public.
- Have a good driving record and a valid driver's license.
- Have good organizational skills.
- Flexibility in work projects.
- Be able to pass a drug and criminal background check.
- Be able to do and enjoy manual labor, such as that required for Low-Tech Process Based Stream Restoration and building Zuni Structures (Zeedyk).
- Be able to lead crews.

