# Bridging The Gap
## Position Description

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<tr>
<th>Job title</th>
<th>Green Stewards Crew Leader</th>
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<td>Reports to</td>
<td>Green Stewards Program Manager</td>
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<td>FLSA</td>
<td>Non-Exempt</td>
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### Job purpose
The Green Stewards Crew Leader is responsible for the daily leadership, training, direction, safety, and support of the Green Stewards workforce development participants. The Crew Leader is also responsible for meeting contract requirements such as excellent work performance, promoting positive public interactions and collecting required data.

### Leadership and Supervision of Green Stewards:
- Provide input in the initial and ongoing development of the Green Stewards program
- Assign, review and monitor on-site tasks and responsibilities for Green Stewards, working alongside crew members as a model, trainer and active leader
- Set clear direction and accountability in collaboration with the Project Manager for the crew and ensure sites are maintained to meet or exceed KCMO Smart Sewer program standards
- Provide frequent feedback and support to Green Steward team members
- Evaluate, score and collect data at each work site using an I-pad. Report any green infrastructure performance issues
- Coordinate workday logistics, delivery of materials, appropriate tools and litter disposal
- Lead crew training, activities, discussions and reflections that create and maintain program values, respectful interactions and teamwork.
- Collaborate with the Program Manager to address barriers to completing successful work days or training sessions
- Collaborate with the Program Manager to create and support participants ongoing training needs and workforce development plans.
- Promote inclusive behaviors and equity among crew with a high priority for open dialogue and problem solving
- Know and enforce all state laws (i.e. wearing seat belts), OSHA and program safety rules.
- Report problems, injuries and accidents, schedule changes, and, other issues to Program Manager
- Oversee maintenance of equipment
- Take NGICP (National Green Infrastructure Certification Program) Training and attain certification
- Attend program, staff and community meetings as required
- Interact with the public, providing information, responding respectfully and accurately to questions and comments and passing appropriate requests and concerns back to the Program Manager
- Ensure timesheets are completed accurately and timely

Other job-related duties as requested and subject to reasonable accommodation.

### Qualifications
- Bachelor’s degree in human services, social work, education, horticulture, or other related field or equivalent experience.
- 3-5 years relatable experience in leading and/or training a crew
- Knowledge of sustainability, landscaping, horticulture, and/or stormwater management principles a plus
• Willingness to earn NGICP Certification
• Demonstrated leadership ability to motivate and encourage people
• Strong work ethic – ability to lead by example and maintain a good attendance record
• Ability and desire to work outdoors – sometimes in inclement weather
• Strong problem solving and creative resolution skills
• Ability to create team cohesiveness and pride in work product
• Commitment to diversity, inclusion and equity in the workplace; valuing all perspectives and encouraging contributions by all team members
• Highly effective in communicating tasks to be performed and expectations. Serves as a coach – providing guidance to team members to improve and advance their knowledge, skills and abilities; able to inspire team members and hold them accountable for results
• Driver’s license, clean driving record and ability to drive a passenger van required
• All candidates will be subject to a background check within compliance with applicable local, state and federal laws

**Working Conditions and Physical requirements**
Working in extremes of heat, cold and rain.
Heavy lifting, bending, and carrying up to 50 lbs.
Occasional evening or weekend work

**Positions Supervised**
Green Stewards field crew of 6 – 8 people.

**Salary & Benefits**
Benefits include 90% of health, dental and vision insurance, and, 100% disability and life insurance, 2 weeks of paid vacation, paid holiday between Christmas and New Year’s Day, supportive team atmosphere and a dog friendly office.

Pay range is $40,000 - $48,000

Bridging The Gap is an equal opportunity employer and understands the value of having a team with a diversity of experiences and perspectives to optimize our potential for compassion, collaboration, creativity and excellence in service. BTG encourages minorities, women, veterans and individuals from under-represented groups to apply.

To apply, please send (email preferred) a cover letter and resume outlining your qualifications for the position including: work background, education, experience, and other skills that may qualify for this position to:

Bridging The Gap
Attn: Becki DeRusseau
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Becki.DeRusseau@Bridgingthegap.org