



1029 Fletcher Ave, Suite 100  
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[www.kibi.org](http://www.kibi.org)

Keep Indianapolis Beautiful (KIB) is a dynamic nonprofit organization with smart, motivated employees who work hard to make an impact in our community. KIB's vision is a vibrant city, with every neighborhood landscape thriving and well, and its people empowered, mobilized, and devoted toward that vision.

<b>Job Title:</b>	Youth Tree Team Member
<b>Full-/Part-Time:</b>	Part-time - Hourly
<b>Regular/Temporary:</b>	Temporary - Seasonal
<b>Salary:</b>	\$12/hour

#### **Purpose:**

KIB's Youth Tree Team (YTT) Program is a 7-week job skills development program for high school students and adult leaders. YTT functions as one of KIB's primary boots-on-the-ground maintenance teams and is responsible for the maintenance of trees planted within the city of Indianapolis through our Community Forestry program. The program also includes weekly enrichment activities that expose YTT members to a variety of personal and professional development opportunities. YTT Members work in a crew of 10 youth and 2 Leaders to perform tree maintenance work throughout the city.

**YTT Work Season is JUNE 6 – JULY 21, 4 days a week. Lunch is provided daily and Free IndyGo Summer Youth Bus Passes are available on an as-requested basis.**

**Reports to:** Youth Tree Team Coordinator (YTTC)

#### **Duties, Functions, and Responsibilities:**

**This position includes two primary responsibilities:** 1) Field Work. 2) Professional Development.

##### Field Work

- Work as a member of a 10-person team of high school students and 2 Leaders in maintaining tree plantings in parks, neighborhoods, and medians across the city, with the goal of growing and maintaining a healthy urban forest.
- Properly water and mulch all trees at each assigned project. Watering occurs on a weekly basis per site, whereas each tree is mulch once annually. Crews will occasionally stake trees on an as-needed basis.
- Communicate with Leaders to accurately track the work completed each day, including any issues noted in the field, such as dead, missing, or leaning trees that will require future action.

##### Professional Development

- Attend and actively participate in education, training, and enrichment opportunities for the YTT Members.
- Participate in collaborative professional development opportunities between the Urban Naturalist team and YTT high school employees to facilitate mutual learning and provide valuable college and career insight to KIB's high school employees.

#### **Job Requirements:**

- Must not miss more than four days throughout the seven-week season.
- Willing to learn and perform all basic tree maintenance practices.
- Ability to receive both positive and critical feedback.
- Ability to work outside during all weather conditions.
- Follow work safety practices and appropriate/required PPE use.
- Ability to regularly lift over 40 pounds.
- Ability to walk long distances and withstand physical demands of the job.

**Characteristics of a Strong Candidate:**

- Energetic, hard worker, professional, and consistent in attendance and punctuality.
- Interest in gaining knowledge of urban forestry and motivated in working outdoors.
- Passion for learning and working with others in a team setting.
- Ability to use good judgment in decisions that help the health and safety of the team.

**Additional Attributes of Strong Candidates:**

Exhibit KIB's Cultural Values of *Teamwork, Responsibility, Excellence, Openness, Balance, and Joy.*

**Education and/or equivalent experience:**

Applicants must be at least 14 years of age, currently enrolled in high school, and possess an interest in personal and professional development, environmental topics, and a willingness to engage with high school teammates and members of the community.

KIB helps people and nature thrive most effectively when we reflect the diversity of perspectives, voices, and abilities found throughout our city. The principles of diversity, equity, and inclusion are essential to our work, from supporting biodiversity in nature to engaging communities. KIB is an equal opportunity employer that encourages applicants, including persons of color, people who are LGBTQ, veterans, people who are multilingual or multicultural, and individuals of various ages and abilities to help us create a team with a broad range of backgrounds and thinking.