



Please submit application by April 1, 2024

1029 Fletcher Ave, Suite 100
Indianapolis, IN 46203 www.kibi.org

Keep Indianapolis Beautiful (KIB) is an environmental and community nonprofit with a mission to help people and nature thrive. We partner with neighborhoods, local government, universities, community groups, and businesses to achieve our vision of an Indianapolis that is loved, cared for, and ecologically rich. We work with thousands of volunteers each year to plant trees and native landscapes, organize litter cleanups, develop, and support community placemaking, restore habitat, and employ youth.

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, inclusion, and belonging are essential to our work – from supporting biodiversity in nature to engaging communities. KIB is an equal opportunity employer that encourages applicants – regardless of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status – to create a team that benefits from a broad range of backgrounds and thinking.

Job Title:	Youth Tree Team Member
Full-/Part-Time:	Part-time – Hourly
Regular/Temporary:	Temporary – Seasonal
Salary:	\$12 / hour
Reports To:	Youth Tree Team Manager (YTTM)

YTT Work Season is JUNE 3 – JULY 18, 4 days a week.

Lunch is provided daily, and free IndyGo Summer Youth Bus Passes are available on request.

The Youth Applicant Event will be held on May 11, 2024, and is required to be considered for the team.

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 11 youth and two adult leaders to perform tree maintenance work throughout the city.

Duties, Functions, and Responsibilities:

Field Work

- Work as a member of an 11-person team of high school students and 2 adult 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.
- Other duties as assigned.

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.

Knowledge, Skills, and Abilities:

- Must not miss more than eight days throughout the seven-week season.
- Willing to learn and perform all basic tree maintenance practices.
- Ability to receive both positive and critical feedback.
- Willingness to work outdoors in a wide variety of weather conditions.
- Experience or willingness to learn safety practices and appropriate/required PPE use.
- Willingness to lift and/or carry 40lbs frequently.
- Willingness to walk long distances and work in a physically demanding environment.

Characteristics of a Strong Candidate:

- Energetic, hard worker, professional, and consistent in attendance and punctuality.
- Willingness to gain knowledge of urban forestry.
- 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.
- Exhibit KIB's Cultural Values of *Teamwork, Responsibility, Excellence, Openness, Balance, and Joy*.
- Possess an interest in personal and professional development, environmental topics, and a willingness to engage with high school teammates and members of the community.

Education and/or equivalent experience:

- Applicants must be at least 14 years of age.
- Current high school students *only*.