



PLEASE NOTE: Please submit application by April 1, 2025

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 about 13,000 volunteers each year to plant trees and native landscapes, organize litter cleanups, turn vacant lots into pocket parks, restore habitat, and educate 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 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 people 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.

Job Title: Tree Team Member
Full-time/Part-time: Part-Time
Regular/Temporary: Temporary - Seasonal
Salary: \$13/hour
Reports To: Youth Tree Team Manager (YTTM)

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 2 adult leaders to perform tree maintenance work throughout the city.

The YTT Work Season is June 2 – July 17, Monday-Thursday from 8a-1p. Lunch is provided daily and Free IndyGo Summer Youth Bus Passes are available on an as-requested basis. All applicants must attend the Youth Applicant Event on May 10, 2025, in order to be considered for the team. Additional hours in the fall may be available to youth.

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 mulched 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.

Requirements:

- 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.
- Able to commit to not missing more than eight (8) days throughout the seven-week season.
- Willing to learn and perform all basic tree maintenance practices.
- Able to receive both positive and critical feedback.
- Able to work outside during all weather conditions.
- Follow work safety practices and appropriate/required PPE use.
- Physically able to lift heavy items (up to 50lbs.) consistently throughout a regular workday.
- Comfort walking, standing for long hours, and withstanding working outdoors in all weather conditions.
- Able to accept payment via direct deposit (available through a bank, Venmo, CashApp, or Zelle).

Characteristics of a Strong Candidate:

- Energetic, hard-working, professional, and consistent in attendance and punctuality.
- Interested in gaining knowledge of urban forestry and motivated in working outdoors.
- Passionate about learning and working with others in a team setting.
- Able to use good judgment in decisions that help the health and safety of the team.
- Exhibit KIB's Cultural Values of *Teamwork, Accountability, Excellence, Diversity, Equity, Inclusion and Belonging, Balance, and Joy.*