



PLEASE NOTE: Applications must be submitted by April 1, 2026, to be considered

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 18,000 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 the city. 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:	Youth Tree Team Member
Full-time/Part-time:	Part-Time
Regular/Temporary:	Temporary - Seasonal
Reports To:	Youth Tree Team Manager (YTTM)
Salary:	\$13 / hour
Bonus Eligibility:	Returning students who complete the 7-week program in good standing will be eligible to receive a \$200 returner bonus

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 8-July 23, Monday-Thursday from 8am-1pm. 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 Saturday, May 9 in order to be considered for the team. Accepted individuals must attend an orientation on Thursday, June 4 from 5pm-7pm. Additional hours may be available to YTT members in the Fall.

Duties, Functions, and Responsibilities:

- Field Work
 - Work as a member of a crew of 11 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. Crews will occasionally stake or remove 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, including but not limited to field trips, guest speakers, journaling, and group projects
 - Participate in collaborative professional development opportunities with KIB's other programs, including Clean Neighborhoods and Urban Naturalists

Knowledge, Skills, and Abilities:

- Energetic, hardworking, 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
- Ability and willingness to engage with high school teammates and members of the community to ensure a positive experience for all
- Ability to receive both positive and critical feedback

Education and Experience:

- Applicants must be at least 14 years of age and enrolled in high school during the 2025-2026 academic year

Requirements:

- Ability to commit to not missing more than 8 days throughout the seven-week season
- Ability and willingness to learn and perform all basic tree maintenance practices
- Ability to follow work safety practices and appropriate/required PPE use
- Physically able to lift heavy items (up to 50 lbs.) consistently throughout a regular workday
- Comfort walking, standing for long hours, and withstanding working outdoors in all seasons
- Exhibit KIB's Cultural Values of *Teamwork, Accountability, Excellence, Welcoming All Voices, Balance, and Joy*