



Position: Neighborhood Forestry Captain

Supervisor: Project Director

Status: Part-time - Nonexempt

The individual who assumes this position will join an established and dynamic team. Mobilize Frederick is a nonprofit community organization that has its genesis in the Climate Emergency Mobilization Workgroup (CEMWG) convened in 2020 by a group of Frederick City and County residents at the direction of the Frederick County Council and Frederick City Board of Aldermen. The Workgroup was charged with developing economy-wide recommendations for effective, innovative, local solutions to address the climate crisis. Over the course of a year and after using multiple information-gathering strategies, they ultimately produced a roadmap for progress – the [Climate Response and Resiliency Report](#) (CRRR), which contained 40 climate recommendations for local government action. Members of the Workgroup subsequently formed Mobilize Frederick to facilitate the implementation of the CRRR recommendations through collaboration with key stakeholders, government agencies, and elected officials. The leadership of Mobilize Frederick has significant expertise and experience in the environmental, climate, energy, and building sectors, and is providing a model for local climate action.

The Frederick Cooler Neighborhoods Project is a two-year, grant-funded project, designed to establish community-wide understanding of human interdependence on trees for health, well-being, and economic opportunity. Community members will be engaged in the development of a strategic plan to adequately expand planting of neighborhood trees by 2030 that upon maturity, have the potential to achieve at least 40% canopy in six selected Justice 40 neighborhoods. The project will prioritize long-term sustainability, stakeholder engagement, and community involvement.

Neighborhood Forestry Captains will be hired to conduct the pilot project in each of the six identified neighborhoods, reaching out to neighbors, assessing trees for maintenance needs, analyzing potential locations for tree planting, as well as planting and maintaining trees. Neighborhood Forestry Captains will help to build capacity and plant at least 40 native trees in the involved neighborhoods each year, including street trees, on public land, and on private land where a three-year maintenance plan is in place.

Neighborhood Forestry Captains will learn valuable competencies for their future careers, such as interpersonal skills when engaging with community members, professional techniques from working with local professionals, and hands-on experience with native species and maintenance plans. They will have the ability to discuss potential career paths, leading to further resources and opportunities throughout the community and state.



Responsibilities: Alongside the Project Director, the Neighborhood Forestry Captain will:

- Teach community members and stakeholders about the benefits of trees
- Use i-Tree tools
- Identify priority planting areas to maximize climate resilience and climate justice
- Identify trees needing maintenance and provide necessary maintenance
- Identify resources for acquiring trees
- Serve as a resource for residents
- Collect evaluation data
- Assist in the development of the pilot project, training materials, and strategic plan
- Provide oversight and guidance to project-related work crews of volunteers and forestry interns while in the field.

Qualifications: The ideal candidate, **aged 14-25**, will possess:

- Basic knowledge of environmental principles and concepts
- A strong connection to and familiarity with at least one of the six target neighborhoods surrounding Butterfly Ridge, Hillcrest, Waverley, North Frederick, Lincoln, and Monocacy Elementary Schools
- Demonstrated ability to work in a collaborative approach with community members and stakeholders
- Positive attitude and high energy with enthusiasm for working cooperatively in a team environment
- Strong communication skills
- A sound work ethic, for working independently and as part of a team
- Reliable transportation to and from events/meetings
- Physical ability to conduct the basic elements of tree planting and maintenance

Timeline: Applications will be accepted on a rolling basis, with final hiring decisions being made at the end of June 2025. Candidates will be notified of job offers in the beginning of July 2025, and **employment will begin mid July 2025**. Employees will be given the opportunity to extend their employment into 2026, depending on Mobilize Frederick's assessment of their performance in 2025.

Compensation: The role will be compensated at \$25.00/hour, for 10-20 hours a week for in 2025, with the possibility to extend into 2026.

How to apply: To apply for this position, email Kylie Baker (kylie.baker@mobilizefrederick.org) a **resume** and **cover letter** addressing: 1) Why you're interested in this opportunity and 2) Your experience working with others.