

The Food Project Regional Director Greater Boston Region

Who We Are

Since our founding in 1991, The Food Project has grown into an internationally recognized non-profit organization that works at the intersection of Youth, Food, and Community. For over 27 years, youth and adults from diverse backgrounds have come together to produce healthy food for residents of the city and suburbs and build local, sustainable food systems. Each year, our youth crews work with our staff to farm on 70 acres in eastern Massachusetts in the suburban towns of Beverly, Lincoln, and Wenham and partner with our neighbors in Lynn and Boston's Dudley neighborhood to create the food system they imagine. We believe that food is a unique vehicle for creating personal and social change. Nothing else ties us so intimately to each other and to the planet we share, affecting our health, the climate, and culture. Moving into the future, our goal is to transform the food system into a more just, community-engaged model that supports food security for all.

About The Role

The Greater Boston region encompasses The Food Project's youth development, farming, and food systems initiatives in Boston's Dudley neighborhood and in Lincoln. The region's work—growing and distributing food, resourcing gardeners, and organizing around food systems change—is powered by young people from Boston and surrounding cities and towns, who work in partnership with Dudley residents to build the neighborhood food system they imagine.

The Regional Director ensures that The Food Project's work in the region aligns with Dudley neighborhood vision and priorities, The Food Project's youth development models and best practices, and the organizational strategic plan. This position leads a regional team that together operates a three-tiered, year-round youth development model engaging 60 teenagers annually; a 30-acre farm in Lincoln and a two-acre farm and community greenhouse in Boston; SNAP-accessible farmers markets, CSAs, produce wholesaling, and donations; installation of 50 raised bed gardens annually and regular engagement of gardeners; support for small markets seeking to offer fresh produce; and the ongoing community organizing and engagement that undergirds the above.

Specific responsibilities include:

Staff & Youth

- Lead a year-round adult staff of eight, increasing to 18 seasonally, in rigorous, transformative youth development, neighborhood engagement, and food systems work, fostering a culture of mutual trust, respect, and accountability.
- Directly supervise five staff members, including farm managers and youth development and operations specialists, toward performance and impact goals.
- Support hiring of seasonal staff and youth, with a focus on building a team that is diverse along many dimensions.

- Engage regularly with The Food Project's young people, investing in relationships with them and providing on-the-ground support as needed for work days, events, overnights, and retreats.
- Collaborate with The Food Project's Director of Learning & Design to support continued learning and growth among the staff team.

Partnerships

- Build strong relationships with neighborhood residents and organizations, to ensure accountability of The Food Project's work to neighborhood interests and foster community control in the food system.
- Co-facilitate the Dudley Grows coalition of Dudley residents, businesses, and partners working toward a shared vision and goals for the neighborhood food system.
- Participate in city- and statewide coalitions around food justice initiatives.
- Cultivate relationships with funders, in collaboration with The Food Project's development team, through visits, events, and written communication.

Impact & Strategy

- Define strategy for the Greater Boston region that aligns with neighborhood vision and priorities, The Food Project's youth development models and best practices, and the organizational strategic plan, while responding effectively to emerging opportunities.
- Collaborate with The Food Project's Director of Learning & Design around evaluating impact of our youth development and food systems work in the region.
- Engage staff to establish and manage the region's budget.
- Provide leadership for The Food Project as a member of the executive leadership team.

Location & Schedule

This position is based in The Food Project's Dorchester office, except in July and August, when the Regional Director usually works 2-3 days per week in Lincoln, so as to be more available to the summer youth crews on the farm there. The role requires occasional travel to The Food Project's offices and farms in other locations for organizational meetings and shared work.

This position requires periodic evening hours throughout the year for participation in community meetings and events.

From September through May, this position requires Saturday availability roughly two weeks per month, to support the work of the youth crews. The Regional Director attends and supports overnight youth retreats on a weekend each in October and March.

From June through August, when the youth crews work Monday through Friday, the Regional Director does as well. The summer season includes some later evenings to support youth events and an overnight with young people on the farm.

The Food Project is committed to sustainability and supports staff in taking time off to balance evening and weekend hours.

Qualifications

- Demonstrated experience managing a team in complex, interconnected, emergent work
- Outstanding ability to think strategically and translate that into actionable goals
- Strong relationship-building skills
- Excellent organizational skills, flexibility, and capacity to prioritize and manage time well
- Deep commitment to working with young people as partners; direct youth development experience preferred
- Knowledge of food systems and food justice issues
- Experience working in and/or with the Roxbury and Dorchester communities strongly preferred
- Clear, compelling verbal communicator
- Personal commitment to and demonstrated experience leading around racial equity
- Valid driver's license and willingness to transport youth in large vehicles
- Comfort using web browsers, Google suite, and Microsoft applications
- Willingness to pitch in on the work that needs doing

Compensation

This is a full-time position with compensation commensurate with experience. Compensation package includes paid vacation, employer-sponsored health insurance, and produce from the farms, among other benefits.

Recruitment Process

Please send resume and cover letter via email to: directorjobs@thefoodproject.org. In the subject line, write your name and the position for which you are applying, eg: "Jordan Smith – Regional Director."

We will review all submissions made by March 18, 2019, identify viable candidates and contact only those individuals selected to continue in the search process. The position will be filled when desired candidate is found.

The Food Project is an Equal Opportunity Employer that is committed to creating a multicultural organization. We actively seek a diverse pool of candidates for this position.