

CREW LEADER, SEED CREW

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 28 years, The Food Project has committed to its mission of bringing youth and adults from diverse backgrounds 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 the suburban towns of Lincoln and Wenham and in our urban communities, Lynn and Boston's Dudley neighborhood. 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.

What We Seek

We seek individuals with a strong desire for and full investment in maintaining excellence in all aspects of our summer Seed Crew. We hold high expectations for our youth and, in order to foster their potential, we require our Crew Leaders to be strong role models. Ideal candidates possess enthusiasm for working with youth, a commitment to The Food Project's mission, a strong work ethic, and a good sense of humor. While our organization is deeply committed to building a sustainable food system, we do not require Crew Leader candidates to be well-versed in agriculture or food production systems. We seek candidates who are open to learning and engaging with The Food Project's mission. The Food Project strives to create and support culturally diverse leader teams and candidates from all backgrounds are strongly encouraged to apply.

Primary Responsibilities

Each Crew Leader heads a diverse group of urban and suburban teenagers who work together throughout the summer. Crew Leaders lead their crews on suburban and urban farms, at hunger relief organizations, and in workshops throughout the summer. Our workshops are unique to our youth crews and cover a diverse range of subjects, such as food systems, agriculture, and social justice issues including racism, classism, and sexism. Crew Leaders support the Crew Supervisor in facilitating these workshops, and are occasionally called upon to help lead them. Crew Leaders also uphold The Food Project's behavior standards and, using The Food Project's Straight Talk model, give weekly feedback to their youth based upon focused observations of their behavior and work performance.

During all activities, including group activities and farm work, Crew Leaders are responsible for the safety and well-being of the crew and others in our community. Crew Leaders also receive ongoing feedback from the Crew Supervisor as well as informal guidance from other Crew Leaders and Growers. There is a 10-day training for all Crew Leaders prior to the beginning of the summer season. On Tuesdays, Crew Leaders are expected to stay and participate in evening meetings that adjourns around 7:30 p.m.



Qualifications

Required Skills & Education

- High school diploma
- 20 years of age by June 15, 2020
- Prior experience working with teenagers from a variety of backgrounds
- Ability to perform rigorous and demanding physical labor in summer conditions (sun and rain) on a farm
- Interest in social justice, food systems and building community across difference
- Ability to motivate a group of young people while supporting individual youth
- Ability to give and receive constructive feedback to and from youth crew workers and staff
- Openness to one's own personal growth
- Ability to uphold high standards of behavior set by the community
- Ability to work in a team as well as independently
- CPR and First Aid certified or willingness to be trained
- Able to pass a CORI/SORB background check
- Driver's license preferred

Commitment

This is a job you will never forget and requires a substantial commitment of time and energy. Crew Leaders must be available from June 22, 2020 through August 20, 2020 including one Saturday and Tuesday evenings.

The rate of pay is \$15 per hour. Both the Greater Boston and North Shore farms are accessible by public transportation, the cost of which is paid by The Food Project.

Application Process: Potential candidates for the Crew Leader position can choose to apply to work in one or both of the following regions:

- Greater Boston (based in Boston and Lincoln)
- North Shore (based in Lynn and Wenham)

Applications will be accepted on a rolling basis until **February 4, 2020**. Because this is a highly competitive position, we will review all submissions, identify viable candidates, and contact only those selected individuals to continue in the search process. Desired candidates will be called for an initial phone interview. If you are selected for an in-person interview, you must be able to attend an in-person interview on a Saturday in February. Decisions will be made by mid-March 2020.

Please send resume, cover letter, and contact information for at least two references to seedcrew@thefoodproject.org, and note whether you are applying for the position in our Greater Boston region, North Shore region or would like to be considered in both regions (state if you have a preference).

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