



The Food Project

Wenham Field Manager

Who We Are

Youth. Food. Community. Three important issues intersect in one place: The Food Project. Here, we believe that food is a unique vehicle for creating personal and social change. Nothing else ties us so intimately to each other and the planet we share, affecting our health, the climate, culture, and poverty, and privilege around the globe. If we — young and old from all walks of life — can unite to change the food system, we can change the world. From our urban and suburban farms to our community education programs, we aim to do just that by bringing together youth and adults from diverse backgrounds who work together to build local and sustainable food systems.

Since 1991, The Food Project has built a national model of engaging young people in personal and social change through sustainable agriculture. Each year, we work with more than 120 teenagers and nearly 2,000 volunteers to farm on 70 acres in eastern Massachusetts in the towns and cities of Wenham, Lincoln, Boston, and Lynn. We consider our hallmark to be our focus on identifying and transforming a new generation of leaders by placing teens in unusually responsible roles, with deeply meaningful work. In addition, we help others grow their own food and provide training resources based on all we have learned.

What We Seek

The Food Project is seeking a full-time Field Manager to work on our Wenham farm. The Field Manager will partner with the Wenham Farm Manager, youth, and community members in all aspects of production at our Wenham Farm site, which includes 23 acres of land in Wenham (10 acres in production) and a 4,000-square-foot greenhouse (Glen Urquhart School). The farm is intensively managed to produce over 23,000 pounds of produce each year, and the Field Manager will support operations of the farm, greenhouse management, distribution to community partners, and donations to hunger relief organizations. This position is a mix of production, distribution, community, and youth engagement.

Core Responsibility - Farm & Distribution

Manage Vegetable Production and soil fertility:

- Assist the Wenham Farm Manager (WFM) in all aspects of vegetable production, including seeding, planting, cultivation, irrigation, harvest, storage, and distribution.
- Collaborate with WFM in training Assistant Growers and Ag Fellows in all aspects of vegetable production.
- Constantly evaluate the state of soil fertility on the farm and prescribe necessary measures to augment fertility using cover crops and crop rotation

Crop and Distribution Planning:

- Assist WFM in the creation of crop plans, field plans, and budgets.
- Order seeds and materials based on budget and inventory
- Collaborate with Regional Director, WFM, Community Programs Manager, community members, and organizations to evaluate current distribution streams and continuously fine-tune our crop plan to optimize what we grow, how much we grow, and for whom we grow.

Core Responsibility - Community Engagement

Volunteers and Youth:

- Onboard and supervise Work-for-Share members and individual volunteers during the spring and fall.
- Partner with Youth Development Manager and Volunteer Coordinator to manage and implement Serve & Grow.
- Partner with youth development staff to ensure that youth employees in Seed, Dirt, and Root Crews are well-integrated into meaningful work on the farm that supports youth development goals.

Core Responsibility - Program Strategy and Impact

Community of Practice & Engagement/Evaluation:

- Work with Directors to implement a community of practice & engagement among staff across departments contributing to the alignment, maintenance, and further development of a strong, coordinated, multi-year program development in accordance with organizational strategy.
- Document evaluation and feedback processes for the farming work with our Associate Director Evaluation and Impact

Core Responsibility - Management

Farm Structures, Site & Vehicle Upkeep

- Manage maintenance and upkeep of TFP farm structures, general sit, and vehicles
- Working with WFM in the creation and management of budget

Core Responsibility - Organizational Health

- Participate in Justice, Equity, Diversity, Inclusion training, affinity group space, dialogue space, etc.
- Feedback Participation: Real Talk, circle process, etc.
- Active Organizational Team Member: Department/team intersectional collaboration in respective work/communication as needed and requested
- All Staff Meetings: Team building, training, and activities as determined
- Support Recruitment, Onboarding, Orientation, and Training: Tap into various networks, and participate in screenings, interviews, etc. for all organizational positions.

Job description roles and responsibilities can be amended based on the organization's direction and goals

Qualifications

This position is ideal for an individual interested in sustainable agriculture and community engagement. It is well-suited for someone with at least two full seasons of experience working on a production farm, who is ready to take on a leadership role as part of an agriculture team. Our farms are run in partnership with youth and community members, therefore a candidate must have a passion for teaching and leading others, particularly young people.

Our youth reflect the tremendous cultural, racial, and socio-economic diversity of the North Shore, including Lynn MA. Candidates with experience working in diverse settings are strongly preferred.

- Have a minimum of two full seasons of field experience on a production farm.
- Excellent interpersonal communication skills and energy for engaging with other people.
- Dependable, responsible, flexible, and open to learning.
- Ability to work a flexible 40-hour schedule: Tuesday-Saturday in the spring and fall, Monday-Friday in July and August. (Daily start and end times will be more varied in the summer).
- 21+ years of age with a valid driver's license and clean driving record (required for use of TFP vehicles).
- Enthusiasm for working with teenagers; prior experience teaching or leading youth in outdoor settings (preferred).
- Experience leading groups safely and productively.
- Experience working in multicultural community settings.
- Team-oriented with a good sense of humor; able to work independently.
- Knowledge of the Wenham community is a plus.
- CPR and First Aid certified or willing to be trained.
- Able to pass a CORI/SORI background check.

Location & Schedule

- January – 20 hours/week
- February – 20 hours/week
- March – 35 hours/week
- April – 50 hours/week
- May – 55 hours/week
- June – 55 hours/week
- July – 50 hours/week
- August – 50 hours/week
- September – 50 hours/week
- October – 45 hours/week
- November – 30 hours/week
- December – 20 hours/week

Competencies

- Excellent organizational skills.
- Strong capacity to work both independently and in teams, with the ability to explain processes clearly and support co-workers' successful participation in them.

- Dependable, responsible, independent, and open to learning.
- Team-oriented individual with a good sense of humor.
- Comfortable and familiar with talking about Justice, Equity, Diversity, and Inclusion.
- Vital emotional intelligence and energy to engage not only with youth but many adult community members on a daily basis.
- Ability to work in a fast-paced, multi-site environment.

Reporting Relationships

- Reports to North Shore Regional Director or Wenham Farm Manager
- Supervise seasonal Agricultural Fellows to support farm operations

Compensation

This is a full-time position with a salary commensurate with experience and skills. This position is eligible for health insurance benefits, a 403B retirement plan, paid vacation and holidays, and other benefits, including a free CSA share. The salary range is \$48,000 to \$56,500 per year.

Recruitment Process

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

We will review all submissions, identify viable candidates and contact **ONLY** those individuals selected to continue in the search process. The position will be filled when the desired candidate is found.

The Food Project is committed to creating a diverse and inclusive workplace which will enable us to strengthen our mission and vision.