



**The Food Project**

## **Summer Crew Leader – Seed Crew**

### **Who We Are**

Youth. Food. Community. Three important issues that 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**

We seek individuals with a strong desire for and full investment in maintaining excellence in all aspects of our summer youth program, 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 do require candidates to have some workshop facilitation experience. 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.

### **Role and Responsibilities**

- Lead a diverse group of urban and suburban teenagers who work together throughout the summer.
- Lead their crews on suburban and urban farms, at partner 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.
- Support the Crew Supervisor in facilitating these workshops.
- Uphold The Food Project's community accountability agreements and, using The Food

Project's Real 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.
- Participate in and 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.

### Qualifications:

- High school diploma
- 19 years of age by June 14, 2023
- 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/SORI background check

### Location & Schedule

This is a summer program. Crew Leaders must be available from June 20th, 2023 through August 18th, 2023. Crew leaders will work Monday – Friday from 8 AM until 4 PM, with a slight variation in these hours when there is work to be taken home. Both the Greater Boston (GB) and North Shore (NS) farms are accessible by public transportation.

- Crew leaders for GB will work in both Boston and Lincoln.
  - West Cottage Farm – 40 W Cottage St, Dorchester, MA 02125
  - Baker Bridge Farm – The intersection of Baker Bridge and Concord Road, Lincoln, MA 01773
- Crew leaders for NS will work in both Lynn and Wenham.
  - Ingalls School Farm – 1 Collins St. Terr, Lynn, MA 01902
  - Reynolds Farm – 78 Larch Row, Wenham, MA 01984

### Compensation

The rate of pay is \$18.00 per hour. Public transit expenses are reimbursed by The Food Project.

### Recruitment Process

Please send resume and cover letter via email to: [jobs@thefoodproject.org](mailto:jobs@thefoodproject.org). In the subject line, write your name and the position for which you are applying with the region, eg: "Jordan Smith – North Shore Crew Leader." Be sure to include either *North Shore* or *Greater Boston* in the subject line to specify which region you are applying for.

We will review all submissions, identify viable candidates, and contact ONLY those individuals selected to continue in the application process (phone screening, interview with staff, interview with youth). Applications will be accepted on a rolling basis until **Feb 28, 2023** and decisions will be made on a rolling basis until mid April 2023.

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