



The Food Project

Lincoln Grower's Assistant (2)

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

The Food Project is seeking two (2) Grower's Assistants for the 2023 growing season, beginning April 3, 2023. Applicants for this position should have high energy for and interest in sustainable agriculture and youth development, as well as a commitment to teamwork. They should also have creative energy for making a difference in the world and a passion for the vision of The Food Project.

The Grower's Assistant will work on The Food Project's 31-acre farm in Lincoln, MA, growing and distributing produce through our vegetable box program, Farmers' Markets in Boston, and to local hunger relief organizations.

Core Responsibilities:

Farm Work

April - June

- Farm work: bed preparation, seeding, planting, cultivating, greenhouse work, harvesting
- Leading and teaching volunteer groups
- Assisting with implementing and troubleshooting new farming techniques

June - September

- Deliver produce in the greater Boston area
- Assist with daily field operations and farm education during summer youth program
- Assist with additional aspects of land stewardship and greenhouse operation

September - October

- Farm work: harvesting, cultivating, distribution, etc.
- Leading and teaching volunteer groups
- Preparing farm for winter season

Ongoing Responsibilities:

- Maintain orderly site for all visitors
- Attend staff meetings and other staff functions

Organizational Health

- Participate in Justice, Equity, Diversity, Inclusion Trainings, 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, trainings, activities as determined
- Support Recruitment, Onboarding, Orientation, Training: Tap into various networks, participate in screenings, interviews, etc. for all organizational positions.

Qualifications

- Ability to repeatedly lift 50 lbs
- Ability to work outside in all types of weather (heat, rain, snow)
- Experience with Google Suite, Salesforce, data entry and record keeping
- Experience with customer relations
- Experience organizing groups safely and productively
- Experience teaching young people in outdoor settings
- Ability to drive/learn to drive farm vehicles including trucks and tractors.
- Experience with/interest in farm equipment
- On time, Dependable, responsible, independent, and open to learning
- Willing to work a flexible schedule, occasional weekend watering duties
- CPR and First Aid certified or willingness to be trained
- Able to pass a CORI/SORI background check

Location & Schedule

This is a full-time, seasonal position from April 3rd– November 3rd, 2023, with a fluctuating Tuesday through Saturday/ Monday through Friday work week.

- The Lincoln Grower's Assistant will accrue 5 personal days (one per month for the first 5 months), which can be taken on the day of a holiday, or amassed in order to take a weeklong vacation over the course of the season.

Compensation

The rate of pay is a range of \$20.00 - \$21.00 per hour based on experience.

The Food Project also offers enrollment in Health, Vision, and Dental insurance plans through Tufts Health, Inc. Open enrollment for various insurance plans occurs in **June**, and Grower's Assistants are eligible to apply for continuation coverage through COBRA after their employment terminates.

Application Process

Please send 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 with the region, eg: "Jordan Smith – Lincoln Grower's Assistant."

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 **March 17th, 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.