



**The Food Project**

## **Boston Grower's Assistant**

### **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 a Grower's Assistant for our Boston farm, based in Boston's Dudley neighborhood, for the 2023 season. The Grower's Assistant partners with youth and neighbors to work on two acres of urban farm land and a 10,000-square foot greenhouse that yield over 25,000 pounds of produce annually. The Grower's Assistant also supports the distribution of that food through our neighborhood farmer's markets, restaurants, community partners, and hunger relief organizations. This position is a mix of production and sales/distribution work with a heavy emphasis on leading and organizing work for youth and volunteers.

### **Core Responsibilities:**

#### **Farm Work**

The Grower's Assistant works in partnership with the Boston Farms Manager to ensure strong, efficient food production on two urban farm sites throughout the season, including field preparation, planting, cultivation, harvest, and ongoing maintenance.

#### **Volunteer & Youth Engagement**

In the spring and fall, the Grower's Assistant leads volunteer groups in farm work for one to two mornings each week and works with individual volunteers for an additional one to two days per week. During July and August, the Grower's Assistant partners with youth development staff to lead farm work one day per week with youth who are part of The Food

Project's Seed Crew, an intensive 6-week summer job for teenagers. An enthusiasm for working with teenagers is essential. Throughout the season, the Grower's Assistant also plays a lead role in ensuring strong coordination between youth development staff and farm operations.

### **Produce Sales and Distribution**

The Grower's Assistant plays a supporting role in supporting the successful set up of 2 other markets in Roxbury and Dorchester, though these stands are managed by other staff members. The Grower's assistant may staff one of the markets in the fall. The Grower's assistant works with the Boston Grower to assist with deliveries to restaurants and accounts twice/week.

### **As Needed**

In addition, the Grower's Assistant collaborates with the Boston Farms Manager periodically as needed to support other aspects of the Dudley farm operations, including:

- Greenhouse seeding and assisting with management of 4000 square feet of greenhouse tomato production.
- Supervising a Northeastern University co-op student who assists with farms and markets.
- Participation in regular staff meetings and trainings.

### **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**

- This position is well-suited to an individual with at least one full season of experience working on a production farm who is ready to take on a leadership role in implementing an aggressive farm plan, with oversight and support from an experienced grower.
- This position is ideal for an outgoing candidate passionate about urban farming and food justice. Our growing is done in partnership with youth and volunteers, so a candidate must have a passion for leading and teaching others. Our youth and neighbors reflect a multitude of diverse cultural, racial and socio-economic backgrounds, and candidates with experience working in multicultural settings are strongly preferred.
  - At least one season of full-time field experience on a production farm
  - Excellent interpersonal communication skills and energy for engaging other people
  - Experience working in multicultural community settings
  - Experience leading groups safely and productively
  - Dependable, responsible, flexible, and open to learning

- Commitment to teamwork, and skill in working both independently and on a team
- Ability to commit to a Tuesday-Saturday, 7:30-4 PM schedule throughout the season (subject to slight variation). Note- in the fall the position requires sometimes supporting the evening farmers markets on either Thursday or Friday. In this case your schedule would shift to start and end later (10:30-7)
- 21+ years of age, with a valid driver's license in good standing (required for use of TFP vehicles)
- Enthusiasm for working with teenagers; prior experience working with or teaching youth in outdoor settings preferred
- Knowledge of Spanish or Cape Verdean Creole preferred.

### **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 Boston Grower's Assistant will accrue 5 personal days (one per month for the first 5 months), which can be taken on the day of Federal holidays, 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.

### **Application 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 – Wenham 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.**