

Youth Development Manager Seed and Dirt Crew - Greater Boston



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 Greater Boston Youth Development Manager (Seed and Dirt Crew) plays an integral role in the implementation and ongoing development of The Food Project's youth engagement model. They provide primary leadership during the summer and academic sessions for The Food Project's Seed Crew, including 48 new Food Project youth and their adult and peer leaders, and during the academic season for the 15 youth members of Dirt Crew. The Youth Development Manager also contributes significantly to youth crew development and evaluation in the organization.

The Food Project's Youth Development Model

At The Food Project we work in three youth crews, each related, but different, dynamic and particular. Seed Crew is a 6.5-week intensive immersion creating the foundation for all that we do – farming, learning about sustainable food systems, personal development, working on a team, learning about systems of oppression, and cultivating a sense of agency to participate in changing oppressive systems on a very local level through the work we do.

At the end of Seed Crew, youth are invited to apply for Dirt Crew.

Crew Members in Dirt Crew take all that they have learned and experienced in the summer and deepen and stretch that learning across 8 months in the academic season through more

advanced workshops, leading volunteers on our farms, building raised bed gardens, planting seedlings, supporting seedling and compost sales, etc.

Core Responsibilities:

Youth Engagement (70%)

- Seed & Dirt Crew Recruitment, Set up, and Evaluation (year round):
 - Overseeing and be overall point person for leading recruitment process
 - Overseeing interview process
 - Coordinating with operations on updating application materials
 - Coordinating with communications on updating promotional materials
 - Coordinating with the operations team on train schedules, tickets, workshops supplies, gear orders
 - Assist operations with onboarding paperwork as needed
 - Review and support designing of calendars
 - Partner with Regional Directors and counterparts in North Shore to design and adapt curriculum as necessary to meet learning objectives, in accordance with The Food Project's growth guidelines
 - Partner with Regional Directors and Evaluation Specialist to design and implement evaluation of all stages of The Food Project's youth crews and youth experience
- Summer Seed Crew Program (June-Aug):
 - Monday through Friday schedule
 - Implement daily sessions with the Seed Crew in accordance with stated schedule, design and learning objectives, focusing on building introductory knowledge of social justice and food justice issues and skills in communication and relationship building across social barriers, farmer and community engagement
 - Train, coach, mentor, and supervise peer leaders and Crew Leaders to ensure a smooth, high-impact experience for Crew Workers throughout the summer
 - Partner closely with growers on our farms in Boston and Lincoln and our community-based staff and partners to be sure youth are prepared to accomplish necessary agricultural tasks
- Academic Year Dirt Crew Program (Sept-May):
 - Tuesday through Saturday schedule
 - Implement Saturday group sessions with Dirt Crew throughout the academic season in accordance with stated learning objectives, focusing on building youths' knowledge of social justice and food justice issues and their skills in leading volunteers and performing rigorous work in sustainable agriculture
 - Provide individual mentorship for Dirt Crew youth to achieve their individual, interpersonal and group goals, and give youth regular feedback through Real Talk and other mechanisms
 - Coordinate additional work opportunities for youth
 - Lead and work in collaboration with the team in the implementation of the Serve & Grow and Build-a-Garden program

Program Strategy and Impact (10%)

- Community of Practice & Engagement (Departments): Work with Directors to implement a community of practice & engagement among staff across departments (youth, community, farm & food distribution, development, communications, operations & evaluation)
- Community of Practice & Engagement (Team): Work with Regional Team to implement a community of practice & engagement contributing to the alignment, maintenance, and further development of a strong, coordinated, multi-year program development in accordance with organizational strategy.
- Curricular & Experience Alignment: Design aligned flow of curricular and experience structures for youth programs based on organizational goals.
- Documentation and Evaluation: Coordinate good documentation, mapping, and evaluation processes for the work with our Evaluation Manager.

Management (5%)

- Supervisor Check ins: One on one check ins between supervisor and supervisee.
- Vehicle Upkeep: Manage maintenance and upkeep of 15 passenger van
- Budget: Update and Management of department budget

Organizational Health (15%)

- Participate in our justice, equity, diversity, and inclusion initiatives.
- Prepare and participate in structured, regular feedback sessions.
- Participate in all-staff meetings, team meetings, and provide cross-department support.
- Participate in annual planning, budgeting, and performance review processes.
- Perform other duties as assigned, within capacity.

Qualifications

- At least one year of experience working directly with high school youth in teaching, organizing, mentoring, and/or facilitative capacity.
- Experience facilitating discussions or training about Diversity, Equity, Inclusion and Belonging (DEIB) as well as in working with diverse groups of people.
- Experience in curriculum design, including ability to make complex information accessible to adolescent learners and understanding of how to adapt content to learning exceptionalities.
- Demonstrated skills in youth development, including setting healthy boundaries between youth and supervisors and responding effectively to the non-programmatic issues youth bring up in the course of their work.
- Capacity to uphold high standards set by the community, and ability to motivate a group of young people while fostering their potential.
- Strong interest in working with youth as partners and supporting the youth centered aspects of the work.
- Excellent organizational skills, dependability, flexibility, and capacity to manage time effectively both independently and on group projects.
- Some familiarity with food systems and food access issues.
- Valid driver's license and willingness to drive large (15 passenger, cargo van, and/or

- truck) vehicles in the city.
- Farming or gardening experience (preferred).
 - Familiarity with the City of Boston (preferred).

Compensation

This is a full-time position with a salary commensurate with experience and skills. This position is eligible for health insurance benefits, 403B retirement plan, paid vacation and holidays, and other benefits, including a free CSA share. Salary range is \$48,000 to \$55,250 per year.

Location & Schedule

This position will be based in Boston and Lincoln, MA with fluctuating Tuesday-Saturday and Monday-Friday work week depending on the season.

Recruitment 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, eg: "Jordan Smith – Youth Development 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 an Equal Opportunity Employer that is committed to creating an inclusive organization. We actively seek a diverse pool of candidates for this position.