



The Food Project

Lynn Farm Manager

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 hundreds of volunteers to farm on 70 acres in eastern Massachusetts in 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 Lynn Farm Manager plays an integral role working closely with the Regional Director, Community Programs Manager, and our youth. The Lynn Farm Manager will develop and manage our farm sites, facilitate wholesale accounts, and manage and support community gardens.

Responsibilities

Farm and Distribution - Grow 19,000 lbs of vegetables (70%)

- Manage 1 acre of land at Ingalls Elementary School, ¼ acre of land at Lynn Vocational Technical High School. Improve and maintain fertility of the soil through regenerative farming practices (lean towards a no till method on our farms), and greenhouse.
- Work with Community Programs Manager, Assistant Grower, community members and Root Crew to evaluate distribution streams and continuously fine-tune the crop plan to ensure that we are growing the right amounts of culturally relevant food to best serve our community.
- Manage Greenhouse in partnership with North Shore Community College.
- Create and execute the Crop Plan and oversee the farm budget.

- Partner with the Community Programs Manager to run an annual spring plant sale.
- Work with Community Programs Manager to coordinate with local Hunger Relief Organizations regarding donation amounts, timing, and what produce is wanted.
- Partner with Wenham Farm Manager to add produce to Lynn food distribution.
- Cultivate and manage wholesale accounts with Lynn vendors, including Ernie's Harvest Time.
- Support Community Programs Manager, Assistant Grower, and other market staff in executing the markets as necessary.
- Collaborate with Youth Development Managers to support, supervise and educate youth crews during the growing season, and with some curricular pieces during the off season.
- Partner with Youth Development Managers and Volunteer Coordinator to manage "Serve & Grow," our volunteer program, and Work for Share members.
- Offer additional on-farm work opportunities for TFP youth during the month of August and throughout the academic year.
- Work in collaboration with Youth Development Managers to manage our raised bed garden builds and provide technical assistance to youth crews and garden members on the day of the build.
- Partner with Community Programs Manager to maintain relationships with Mass Department of Agriculture Resources and Federation of Massachusetts Farmers Markets.
- Manage maintenance and upkeep of TFP vehicles and equipment.

Management (5%)

- Interview and onboard 20 or more community gardeners at Lynn Tech and Ingalls farms.
- Directly supervise seasonal staff.
 - Assistant Grower (Team Meetings and 1:1s)
- Support hiring of seasonal staff with a focus on building a team that is diverse along many dimensions (tapping into networks).

Community Engagement (10%)

- Onboard and supervise Work-for-Share members and individual volunteers during the spring and fall.
- Manage relationships with the City, school district, North Shore Community College, and any future partners around land use.
- Partner with Lynn Tech staff and Ingalls staff as necessary to allow students access to the gardens.
- Manage the Lynn Tech community garden space (offering farming support) and respond to gardener needs in conjunction with a Community Garden Coordinator from the community of Lynn.

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 needed, within capacity.

Qualifications

- At least 3 years of experience managing and/or operating a mixed vegetable farm.
- Experience in sustainable crop production/agriculture.
- Experience organizing volunteer groups safely and productively.
- Experience leading or teaching young people in an outdoor setting.
- Experience working in a multicultural environment.
- Greenhouse management experience.
- Experience with and interest in teaching about sustainable agriculture.
- Proficient with basic power and hand tools.
- Willing to work flexible schedules - more hours during the growing season, less in winter.
- 21 years of age or older (to allow use of TFP vehicles).
- Valid driver's license and willingness to drive large vehicles in the city.
- Spanish speaker preferred

Location & Schedule

This position will be based at our Lynn site with some options for remote work happening during the winter months. We hope this position can start in September.

Lynn Farm Manager Work 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

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, and paid vacation and holidays. The salary range is \$48,000 to \$55,250 per year.

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 – 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 a 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.