

Wenham Grower - Greenhouse and Community Engagement



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 one (1) full-time Grower to work on our Wenham farm for the remaining 2023 fall season. The Grower will focus on production at our Wenham Farm site, which includes 23 acres of land in Wenham (4 acres in production) and a 4,000 square foot greenhouse (Glen Urquhart School). The Grower will support greenhouse management, distribution through our fall CSA, wholesale accounts, and donations to hunger relief organizations. This position is a mix of production, distribution, community, and youth engagement.

Responsibilities

Farm Management (50%)

- Partner with Wenham Growers and TFP Farm consultants to accomplish and/or delegate all manner of farm tasks, with quality and efficiency, including composting, bed preparation, mulching, planting, cultivation, and harvest--all by hand, and site maintenance.
- Partner with Wenham Growers and TFP Farm consultants to implement and troubleshoot new farm practices, such as increased mulching and reduced soil disturbance, as we increasingly move toward a no-till farming model.
- Survey farm on a weekly basis to determine the next course of action in regard to farming operations.

Evaluation and Documentation (10%)

- Maintain good documentation of crop and harvest records, mapping, and evaluation processes for the farming work with our Evaluation Manager.

Volunteer & Youth Engagement (10%)

- Lead small groups of dedicated Work-for-Share volunteers in farm tasks for one to two mornings per week throughout the fall. Potentially lead larger groups of corporate volunteers in the fall.
- During the fall, support Dirt Crew in managing the farm on Saturdays with volunteers.

CSA & Distribution (5%)

- Work with youth programs and TFP Farm Consultation to staff Fall CSA pickups. The level of leadership and involvement is TBD pending COVID protocols. The Grower should feel comfortable engaging with CSA members, at a minimum.

Greenhouse (10%)

- Manage greenhouse production and distribution at Glen Urquhart School. Cover weekend greenhouse watering, on a schedule (Saturday and Sunday)
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Organizational Health (15%)

- 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 ideal for an individual who is interested in both sustainable agriculture and community engagement. It is well-suited for someone with at least one full season of experience working on a production farm, who is ready to take on a leadership role as part of an agriculture team. Our farms are run in partnership with youth and community members, therefore a candidate must have a passion for teaching and leading others, particularly young people.

Our youth reflect the tremendous cultural, racial, and socio-economic diversity of the North Shore, including Lynn MA. Candidates with experience working in diverse settings are strongly preferred.

- At least one full-time season of field experience on a production farm .
- Excellent interpersonal communication skills and energy for engaging with other people.
- Dependable, responsible, flexible and open to learning.

- Ability to work a flexible 40-hour schedule: Tuesday-Saturday in the fall, Monday-Friday in July and August. (Daily start and end times will be more varied in the summer).
- 21+ years of age with a valid driver's license and clean driving record (required for use of TFP vehicles).
- Enthusiasm for working with teenagers; prior experience teaching or leading youth in outdoor settings (preferred).
- Experience leading groups safely and productively.
- Experience working in multicultural community settings.
- Team-oriented with a good sense of humor; able to work independently.
- Knowledge of the Wenham community is a plus.
- 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 September 4th– November 3rd, 2023, with a fluctuating Tuesday through Saturday/ Monday through Friday work week.

The Wenham Grower 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 \$21.50 per hour.

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 – Wenham Grower"

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.

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.