

What We Seek

The Greater Boston Youth Development Manager (Seed and Dirt Crew) plays an integral role in implementing and developing 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 approximately 15 youth members of Dirt Crew. The Youth Development Manager also contributes significantly to the organization's youth crew development and evaluation.

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.

Responsibilities

Youth Engagement (70%)

- Seed & Dirt Crew Recruitment, Set up, and Evaluation (year round):
 - Overseeing and be the overall point person for leading the recruitment and interview process
 - Coordinating with various departments to roll out youth job applications (Seed/Dirt) and support with operations (paperwork, transportation logistics, gear, workshop supplies)
 - Partner with Directors and counterparts in Greater Boston 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 Specialists 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
 - Co-facilitating 2.5 weeks of immersive leadership training for summer youth staff.
 - 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



The Food Project

[The Food Project \(TFP\)](#)

[TFP Values](#)

[Diversity, Inclusion, Belonging, Equity \(DIBE\)](#)

[Land Acknowledgement](#)

Position:

**Greater Boston Youth
Development Manager
(Seed/Dirt)**

Salary Range:
\$48,000 to \$55,250

[Employee Benefits](#)

- 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 two to three years 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).

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 – Full JOB TITLE".

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.