

## What We Seek

The Food Project is seeking a Grower's Assistant and Market Coordinator 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 yields 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.

## Responsibilities

---

### Farm and Greenhouse Operations

- Support Boston Farm Manager in accomplishing and/or delegating farm tasks, with quality and efficiency, including composting, bed preparation, mulching, planting, cultivation, and harvest.
- Collaborate with the Boston Farm Manager to implement and troubleshoot new farm systems that include no-till, lean farming, and permaculture.
- Assist in all aspects of greenhouse production and distribution related to our spring seedling sale.
- Assess crops in the field to forecast labor needs and harvest yields.

### Volunteer & Youth Engagement

- Lead small groups of dedicated volunteers in farm tasks for one to two mornings per week throughout the spring and fall.
- Partner with youth development staff to lead farm work with youth in The Food Project's Seed Crew- an intensive six-week summer job for teenagers.
  - Root Crew (Summer): During July and August, partner with youth development staff and with Root Crew, our more experienced youth, to run market harvest, washup, and complete more advanced farm tasks.
  - Dirt Crew (Academic): During the spring and fall, support Dirt Crew in managing farms on Saturdays with volunteers.

### Market Operations and Food Distribution

- Lead the operations and implementation of the Dudley Farmer's Market in Dorchester.
- Act as staff liaison and assist with deliveries to restaurants and accounts as needed

### 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



**The Food Project**

---

### The Food Project (TFP)

#### TFP Values

Diversity, Inclusion, Belonging, Equity (DIBE)

#### Land Acknowledgement

---

#### **Position:**

Boston Grower's Assistant  
(Distribution)

#### **Hourly Wage:**

\$20.00 - \$21.00

#### **Seasonal Employee Benefits**

- 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 working on a vegetable farm, who is ready to take on a leadership role as part of an urban agriculture team. Candidates who have a passion for market gardening, low-till farming, food justice, and youth development will be an asset to the 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 and neighbors reflect the tremendous cultural, racial, and socio-economic diversity of the city of Boston and surrounding neighborhoods. Candidates with experience working in diverse settings are strongly preferred.

- At least one full-time season of experience on a production farm or educational 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 spring and fall, Monday-Friday in the Summer.
- 21+ years of age with a valid driver's license and clean driving record (required for use of TFP vehicles)
- Ability to work both independently as well as in a team environment
- Consistent work ethic and pace throughout the farming season
- 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 Boston community is a plus. Bilingual in Spanish, Portuguese, or another language is also 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 40/hr a week, seasonal position from April 1st– November 22nd, 2024, this is longer than usual- does it meet the requirements around seasonal labor?with a seasonally 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 a holiday or amassed in order to take a weeklong vacation over the course of the season. Unpaid time off can be taken in coordination with the Farm Manager and farm needs.

## Recruitment 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 – Lynn 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 and decisions will be made by Feb 15th, 2024.

**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.**