

What We Seek

The Food Project is seeking (2) Grower's Assistant -Distribution for the 2024 growing season, beginning April 1, 2024th. Applicants for this position should have high energy for and interest in sustainable agriculture and youth development, as well as a commitment to teamwork. They should also have creative energy for making a difference in the world and a passion for the vision of The Food Project.

The Grower's Assistant -Distribution will work on The Food Project's 31-acre farm in Lincoln, MA, growing and distributing produce through our Fall CSA, Farmers' Markets in Boston, and to local hunger relief organizations.

Responsibilities

Farm and Greenhouse Operations

- Support Lincoln 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 Lincoln 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.
- Access 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 Staffing and Food Distribution

- Act as staff liaison and assist with staffing and deliveries of produce to The Food Project Boston markets (Ashmont and Dudley) one day a week.
- Support with delivery to Food Project accounts for our veggie box program

Organizational Health

- Participate in Justice, Equity, Diversity, Inclusion Trainings, affinity group space, dialogue space, etc.
- Feedback Participation: Real Talk, circle process, etc.



The Food Project

The Food Project (TFP)

TFP Values

**Diversity, Inclusion, Belonging,
Equity (DIBE)**

Land Acknowledgement

Position:

Lincoln Grower's Assistant
(Distribution)

Hourly Wage:

\$20.00 - \$21.00

Seasonal Employee Benefits

- 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

- 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 Lincoln community is a plus. Bilingual in Spanish, french, 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, with a seasonally fluctuating Tuesday through Saturday/ Monday through Friday work week.

- The Lincoln 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. 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.