

## What We Seek

The Food Project is seeking one (1) full-time Grower's Assistant to work on our Wenham farm for the 2024 season. The Grower's Assistant will partner with the Wenham Farm Manager, youth, and community members in all aspects of production at our Wenham Farm site, which includes 23 acres of land in Wenham (10 acres in production) and a 4,000 square foot greenhouse (Glen Urquhart School). The farm is intensively managed to produce over 23,000 pounds of produce each year, and the Grower's Assistant will support with greenhouse management, distribution through our CSA, wholesale accounts, and donations to hunger relief organizations. This position is a mix of production, distribution, community, and youth engagement.

## Responsibilities

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### Farm Work 70%

- 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 all farm sites on a weekly basis to determine the next course of action in regard to farming operations.

### Volunteer and Youth Engagement 10%

- Lead small groups of dedicated Work-for-Share volunteers in farm tasks for one to two mornings per week throughout the spring and fall. Potentially lead larger groups of corporate volunteers in the fall. (TBD as we constantly evaluate our COVID protocols as an organization.)
- 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.
- 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.

### Agricultural Education 15%

- Facilitating mini-educational workshops for seed crew and root. Creating a learning environment for the youth by providing end of row conversations to teach about various plants and soil fertility

### Organizational Health- 5%

- 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, and activities as determined



**The Food Project**

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**The Food Project (TFP)**

**TFP Values**

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

**Land Acknowledgement**

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**Position:**

Wenham Grower's Assistant

**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 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 spring and 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 April 1st– November 22nd, 2024, with a fluctuating Tuesday through Saturday/ Monday through Friday work week.

- The Wenham 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.

## 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.**