

## What We Seek

We seek **North Shore Seasonal Site Supervisor (Seed Crew)**. Who plays an integral role in the implementation and ongoing development of The Food Project's youth engagement model. They provide primary leadership during the summer for The Food Project's Seed Crew. The Seasonal Site Supervisor also contributes significantly to youth crew development and evaluation in the organization. This seasonal site supervisor opportunity has the potential of becoming a fulltime position if the candidate is a fit for the role.

## 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 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.

## Responsibilities

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### Youth Engagement - 75%

- Seed Crew Set up (June-July):
  - Coordinating with the operations team on train schedules, tickets, workshops supplies, gear orders.
  - Assist operations with onboarding paperwork as needed.
  - Prepare and gather materials to lead social justice workshops throughout the summer.
  - Prep and co-lead summer leader training
- Summer Seed Crew Implementation (July-Aug):
  - 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
  - Coordinate documentation, mapping, and evaluation processes for the work with our Evaluation Manager.

### Management 20%

- Supervisor Check-ins: One on one check-ins between Site Supervisor and Youth Development Manager and/or GB Associate Director of Youth and Community for feedback and support.
- Crew Leader Check-ins: These are one-on-one check-ins between the Site Supervisor, crew Leaders, and Peer Leaders to provide feedback and support for managing Crew Workers.
- Weekly Team Meeting Check-Ins: Lead and facilitate weekly meetings to support feedback gathering and self accountability processes.
- Farm Intersections: One-on-one check-ins between the site supervisor and farmers at respective sites are needed to coordinate logistics.
- Community Partner Intersections: One on one check ins between Site Supervisor and Community Partners at



**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: North Shore Seasonal  
Site Supervisor (Seed Crew)**

#### **Hourly Wage:**

**\$25.00 - \$28.00 per hour**

#### **Employee Benefits**

- respective sites to coordinate logistics.
- **Budget:** Update and co-management of Seed Crew budget.

### **Organizational Health 5%**

- Justice, Equity, Diversity, Inclusion: Training, work, affinity group space, dialogue space.
- Feedback Participation
- Active Organizational Team Member: Department/team intersectional collaboration in respective work/communication as needed and requested

### **Qualifications**

- At least one year 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.
- 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 Lynn (preferred).

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### **Location & Schedule**

This position will be based in Lynn and Wenham, MA, Monday through Friday work during the programmatic season of June 3rd to August 26th. During Leader training June 17th- July 3rd travel will fluctuate between regions (North Shore and Greater Boston)

### **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, 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.**

