

What We Seek

The North Shore Youth Development Manager - Root Crew plays an integral role in implementing and developing The Food Project's youth engagement model. They provide primary leadership for The Food Project's Root Crew during the summer and academic sessions. 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. Root Crew is our most advanced opportunity for youth, and one in which Crew Members continue to deepen their personal learning about sustainable food systems by taking leadership for public initiatives in the communities where we work, leading volunteers on our farms, facilitating peer workshops with Seed Crew and Dirt Crew, developing and facilitating public workshops, presenting at local, regional and/or national conferences, etc. Root Crew Members may continue to apply for positions in Root Crew throughout the time they are in high school.

Responsibilities

Youth Engagement - Summer Season (May-Aug) and Academic year (Sep-May) 80%

- Summer Recruitment and Setup: Overseeing and being the overall point person for Root Crew summer recruitment, interviews, and selections. Work with the Operations Coordinator to coordinate logistics around calendars, transportation, MBTA tickets, and workshop supplies.
- Summer Program: Implement daily sessions with the Root Crew in accordance with stated schedule, design and learning objectives, focusing on building deeper knowledge of social justice and food justice issues and skills in communication and relationship building across social barriers, farmer and community engagement.
- Summer Supervision: Coach, mentor, and supervise academic peer leader and assistant Root Crew Supervisor to ensure a smooth, high-impact experience for Crew Workers throughout the summer (leader meeting).
- Academic Year Recruitment: Overseeing and being the overall point person for Root Crew academic year recruitment, interviews, and selection.
- Academic Program: Implement weekly group sessions with Root 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 community engagement, and performing rigorous work in sustainable agriculture.
- Academic Year Supervision: Coach, mentor, and supervise academic peer leader and assistant Root Crew Supervisor to ensure a smooth, high-impact experience for Crew Workers throughout the academic year (leader meeting)



The Food Project

The Food Project (TFP)

TFP Values

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

Land Acknowledgement

Position:

**North Shore Youth Development
Manager (Root Crew)**

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

Employee Benefits

Community Engagement, Program Strategy, and Impact 10%

- 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.
- Institutional Partners: Represent TFP at various strategic community and institutional gatherings and committees as needed
- Resident Engagement: Work in collaboration with North Shore Associate Director of Youth Programs and Community Partnership to research, help build up TFP's model of resident engagement in Lynn through local food systems change initiatives.
- Evaluation: Participating in Root Crew overall evaluation, managing Growth Guidelines in partnership with TFP Impacts and Initiatives team
- Curricular & Experience Alignment: Work in collaboration with the Director of Learning and Programs and Regional Associate Directors to co-design an aligned flow of curriculum and experience structures for Root Crew youth programs, based on organizational goals for both summer and academic seasons.
- Farmers' Market: Support with staffing of the Lynn farmers' market on Thursdays from September through October.

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 budget

Organizational Health 5%

- Diversity, Inclusion, Belonging, Equity: Training, work, affinity group space, dialogue space.
- Feedback Participation: Real Talk, Peacemaking Circle, etc.
- All Staff Meetings: Team Building, Trainings, Activities, Strategic Planning/ Annual Planning as determined
- Supplemental Strategic Planning, Annual Planning, Budgets: Individual supplemental working time to work on these pieces outside of built-in staff time. This complements all staff meetings.
- Support Recruitment, Onboarding, Orientation, Training: Tap into various networks, participate in screenings, interviews, etc., for all organizational positions.
- Health & Wellness: Building in intentional time to dedicate for your personal health and wellness.
- Perform other duties as needed, 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 (DIBE) as well as 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 Lynn (preferred).
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Location & Schedule

This position is a 40-hour-a-week full-time role based in Lynn and Wenham, MA, with a fluctuating Tuesday-Saturday (Sep-May) and Monday-Friday (June-August) schedule.

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.

