

## What We Seek

We seek 6 individuals (**3 per region- North Shore and Greater Boston**) with a strong desire for and full investment in maintaining excellence in all aspects of our summer youth program, Seed Crew. We hold high expectations for our youth and, in order to foster their potential, we require our Crew Leaders to be strong role models.

Ideal candidates possess enthusiasm for working with youth, a commitment to The Food Project's mission, a strong work ethic, and a good sense of humor. While our organization is deeply committed to building a sustainable food system, we do not require Crew Leader candidates to be well-versed in agriculture or food production systems. We do require candidates to have some workshop facilitation experience.

We seek candidates who are open to learning and engaging with The Food Project's mission. The Food Project strives to create and support culturally diverse leader teams and candidates from all backgrounds are strongly encouraged to apply.

## Responsibilities

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### Youth Program

- Lead a diverse group of urban and suburban teenagers who work together throughout the summer.
- Facilitate and/or co-facilitate workshops tailored to youth crews, covering topics such as food systems, agriculture, and social and food justice issues (food sovereignty, racism, classism, sexism).
- Uphold The Food Project's community accountability agreements and provide weekly feedback to youth based on observations of their behavior, work performance, and interpersonal dynamics using The Food Project's Real Talk model.
- Participate in ongoing feedback sessions with the regional Associate Director, Crew Supervisor, farm team, Peer Leaders, and fellow Crew leaders

### Operations

- Assist with the operational setup of youth programs at the beginning and end of each day.
- With the support and direction of the Farm Manager(s) or Director of Farms and Food, lead youth crews in farm work and partner with community organizations to deepen their knowledge of food systems.
- Ensure the safety and well-being of crew members during all activities, including farm work and group activities.
- Participate in a 14-day training program before the summer season begins, with travel required between regions for training.
- Participate in an end-of-summer evaluation of the Seed Crew season.



**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:**

Seed Crew Crew Leader

#### **Hourly Wage:**

\$19.00 - \$22.50

#### Employee Benefits

## Qualifications

- High school diploma
- 19 years of age by June 14, 2025
- At least 2+ years of experience working with teenagers from a variety of backgrounds
- Ability to perform rigorous and demanding physical labor in summer conditions (sun and rain) on a farm
- Interest in social justice, food systems, and building community across difference
- Ability to motivate a group of young people while supporting individual youth
- Ability to give and receive constructive feedback to and from youth crew workers and staff
- Openness to one's own personal growth
- Ability to uphold high standards of behavior set by the community
- Ability to work in a team as well as independently
- CPR and First Aid certified or willing to be trained
- Able to pass a CORI/SORI background check

## Location & Schedule

This is a summer program. Crew Leaders must be available from June 15th through August 14th, 2026. Crew leaders will work Monday – Friday from 8:30 AM until 4 PM, with a slight variation in these hours when there is work to be taken home. Both the Greater Boston (GB) and North Shore (NS) farms are accessible by public transportation.

### Seed Crew Season:

- Crew leaders for GB will work in both Boston and Lincoln.
  - West Cottage Farm – 40 W Cottage St, Dorchester, MA 02125
  - Baker Bridge Farm – The intersection of Baker Bridge and Concord Road, Lincoln, MA 01773
- Crew leaders for NS will work in both Lynn and Wenham.
  - Ingalls School Farm – 1 Collins St. Terr, Lynn, MA 01902
  - Reynolds Farm – 78 Larch Row, Wenham, MA 01984

### Leader Training:

- June 15th - 18th, 2026 - Organizational Onboarding: Cross-Regional Farms and Offices (NS + GB)
- June 22nd - 26th 2026 - Regional Farms and Office
- June 29th- July 1st, 2025 - Regional Office

## 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.**