

What We Seek

We are seeking a dedicated **North Shore Dirt Crew Co-Supervisor** to play an integral role in implementing and developing The Food Project's youth engagement model. In this position, you will co-supervise the Dirt Crew during the academic session while contributing to overall youth crew development and evaluation.

The Food Project's Youth Development Model

At The Food Project, we operate three distinct yet interconnected youth crews. The Dirt Crew allows members to deepen their understanding of sustainable food systems by taking on public leadership initiatives and guiding farm volunteers.

Position Overview

- **Supervisor:** North Shore Dirt Crew Youth Development Manager
- **Location:** Hybrid (In-person presence required for programmatic Saturdays)
- **Schedule:** Tuesday – Saturday (Must be available for Saturday program implementation and gatherings)
- **Hours:** 12.5 hours per week (Academic Year: September – May)

Responsibilities

Youth Engagement (Academic Year: Sept–May)

- **Academic Program Implementation:** Implement weekly group sessions with Dirt Crew throughout the academic season in accordance with stated learning objectives, focusing on building youths' knowledge of social justice and food justice issues, developing their community engagement skills, and performing rigorous work in sustainable agriculture.
- **Program Planning & Support:** Partner with the Youth Development Manager & Peer Leader to plan, prepare for, and support youth in activities that align with the crew's primary responsibilities, learning objectives, and goals.
- **Event & Exchange Support:** Regularly provide staff support for youth crew members in the planning and implementation of community events and/or learning exchanges.
- **Academic Year Supervision:** Coach, mentor, and supervise the academic peer leader and assist the Dirt Crew Youth Development Manager to ensure a smooth, high-impact experience for Crew Workers throughout the academic year (including leader meetings).
- **Culture Building:** Foster a culture of trust, respect, accountability, and growth among crew members.



The Food Project

The Food Project (TFP)

TFP Values

Diversity, Inclusion, Belonging,
Equity (DIBE)

Land Acknowledgement

Position:

**North Shore Dirt Crew
Co-Supervisor**

Salary Range:
\$19.00 to \$22.50

Employee Benefits

- **Mentorship & Feedback:** Provide mentorship for youth to achieve their individual, interpersonal, and group goals, and give regular feedback through Real Talk and other mechanisms.

Organizational Health

- **Diversity, Equity, Inclusion & Belonging (DEIB):** Engage in training, ongoing work, affinity group spaces, and dialogue spaces.
- **Feedback Participation:** Actively participate in feedback mechanisms, including Real Talk, Peacemaking Circles, and other institutional practices.
- **Recruitment & Onboarding:** Support recruitment, onboarding, orientation, and training processes.
- **Health & Wellness:** Build intentional time into your schedule to dedicate to personal health and wellness.
- **General Duties:** Perform other duties as needed, within capacity.

Qualifications

- **Experience:** 6 months to 1 year of youth development experience, with demonstrated skills in setting healthy boundaries between youth and supervisors and responding effectively to non-programmatic issues youth bring up in the course of their work.
- **DEIB Facilitation:** Experience facilitating discussions or training about Diversity, Equity, Inclusion, and Belonging (DEIB), as well as working with diverse groups of people.
- **Community & Leadership:** Capacity to uphold high standards set by the community and ability to motivate a group of young people while fostering their potential.
- **Organization:** Excellent organizational skills, dependability, flexibility, and capacity to manage time effectively both independently and on group projects.
- **Food Systems:** Some familiarity with food systems and food access issues.
- **Driver's License (Preferred):** Valid driver's license and willingness to drive large vehicles (15-passenger van, cargo van, and/or truck) in the city.
- **Agriculture (Preferred):** Farming or gardening experience.
- **Local Knowledge (Preferred):** Familiarity with the City of Lynn.

Location & Schedule

Type: Hybrid (Virtual during the week; mandatory in-person presence on programmatic Saturdays)

Locations: Lynn and Wenham, MA

Hours: 12.5 hours per week

Compensation:

Please note that we utilize an internal equity formula to determine all starting salaries, taking a range of factors into account. Because this process is designed to maintain fairness & equity across the organization, the final wage amount is fixed and non-negotiable.

Recruitment Process

Please submit a resume and cover letter via our online portal at: <https://tinyurl.com/WorkAtTheFoodProject>

If you experience difficulty with the online portal, please email jobs@thefoodproject.org for support, but please do not submit your application via email. 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.