KITE’S NEST IS HIRING!

ReGen Teens program engages and employs teenagers as environmental justice and food justice leaders in Hudson, NY.

Now entering its fifth year, our ReGen Teens program at Kite’s Nest is growing in exciting ways. This position is integral in expanding the capacity of this program. In collaboration with the ReGen Director, the Assistant Manager will support with group activities and work sessions with teen staff at our garden, greenhouse, and on field trips; provide one-on-one mentorship and support to teen staff; and support the development of teen-led regenerative businesses. The Assistant Manager will also coordinate the compost program and work with our River City Community Garden Manager to manage our community garden.

Responsibilities include:

• Support Program Director to facilitate workshops and work days
• Lead certain work sessions with teen staff, including hands-on activities that integrate gardening, cooking, composting, greenhouse propagation, nature exploration, art creation, and community education
• Support with regular farmers markets and community events; working with youth staff to develop business plans and manage finances
• Provide training, supervision, mentorship, and feedback to teen staff
• Support maintenance of youth-run cooperative enterprises, including our currently-operating compost business, bike-powered smoothie business, and commercial greenhouse.
• Help to develop and deepen partnerships with community organizations, including youth groups, environmental justice groups, and land projects in the Hudson Valley, Capital Region, and NYC.
• Maintain regular communication and coordination with teens and families about program scheduling and special events.
• Create social media posts about program activities; support youth in creating social media posts and marketing materials.
• Participate in physical and dirty outdoor work, including gardening, food-waste composting, construction, heavy lifting, site and infrastructure maintenance.
• Provide transportation for youth as needed for trainings and field trips (Kite’s Nest van provided).
• Coordinate compost operation, including light admin, volunteer workdays, and hands-on compost processing.
• Collaborate with River City Garden Manager to manage a 40-family community garden, including registration, materials sourcing, workdays, plot designations, dispute resolution, and language justice efforts.

Ideal candidates demonstrate most or all of the following:
● Experience working with teenagers, and a demonstrated ability to develop meaningful relationships of mutual respect with youth.
● Experience and interest in one or more of the following: urban regenerative agriculture, environmental/food justice activism, environmental education, culinary arts, greenhouse production and management, food waste management, and/or cooperative business management.
● Experience managing/supervising employees and/or volunteers; an interest in the unique challenges and joys of supporting and guiding youth staff.
● An understanding of the connections between environmental injustice, racial injustice, food insecurity, and generational trauma impacting communities; and a passion for supporting community-led solutions.
● An ability to collaborate with a co-teacher and to work independently as needed; adaptive, curious, and able to give and receive constructive feedback.
● A strong commitment to anti-oppressive values and practice.
● Must be able to lift up to 50 lbs and work in an outdoor environment year-round.
● Comfortable working with compost

Work schedule and compensation:

This position will average 20 hours per week, with the intention of growing the position and increasing hours in 2024. Seasonal changes will create a fluctuating schedule over the course of the year, though there is flexibility depending on the applicant’s availability:

● **Spring** (April-May): Tuesday and Thursday afternoons, Friday team meetings, plus occasional weekend work sessions.
● **Summer** (June - August): 3-4 days/week, plus occasional weekend work sessions.
● **Fall** (September - November): 2 afternoons/week, plus meetings; occasional weekend work sessions.
● **Winter** (December - February): Greenhouse and compost management, planning, and admin. Flexible hybrid work schedule.

Pay is $22/hour, with a part-time benefit package, including paid vacation, wellness/sick days, professional development funds, wellness fund, & employer-matched 401(k) plan.

Applications received by April 12 will be prioritized.