

# Job Description: Part-Time Crew Leader

**GROW DAT IS AN EQUAL OPPORTUNITY EMPLOYER AND ENCOURAGES APPLICATIONS FROM WOMEN, PEOPLE OF COLOR, PERSONS WITH DISABILITIES, LGBTQ AND GENDER NON-CONFORMING PEOPLE.**

## **About Grow Dat Youth Farm:**

The mission of Grow Dat Youth Farm is to nurture a diverse group of young leaders through the meaningful work of growing food. At Grow Dat, people from different backgrounds come together to create a more just and sustainable food system. On our farm we work collaboratively to grow food, educate and inspire youth and adults, and build power to create personal, social and environmental change.

## **About Grow Dat's Fellowship Program:**

The Fellowship program at Grow Dat is the arm of our leadership development work focused on individuals who are at the beginning of their professional careers. Applicants must be 18 or older. This position is entry level and is intended as a growth opportunity for an individual interested in gaining more experience in the fields of education, youth development, and/or sustainable agriculture. This position is a year-long fellowship and ends after the staff evaluation session in early July 2018.

## **Position Summary:**

Grow Dat is seeking a part-time Crew Leader to lead a group of teenagers during the fall and spring leadership programs on our 7 – acre urban farm in City Park. This year-long fellowship is in two parts.

September through January is the Advanced Leadership Program. This is an intense and rewarding training experience for 4 Crew Leaders and 8 Assistant Crew Leaders (ACLs). Assistant Crew Leaders are high school students who have been through the spring leadership program, and have returned in an assistant role. Crew Leaders will work alongside and supervise 2 ACLs during the fall program. During this time, Crew Leaders and ACLs work on the farm, hone their facilitation skills, participate in workshops around food justice, and help facilitate workshops for visiting groups of college students, adults, and community partners.

January to June is the Spring Leadership Program. During this time, the Crew Leader manages a crew of 12 crew members and 2 ACLs. (Crew members are high school students hired to participate in the leadership program for the first time.) The job is a combination of leading young adults in sustainable agriculture work and related tasks (taking students to market, working in the fields, etc.) and leading or co-leading workshops in the other three curriculum pillars (food justice, sustainable agriculture and leadership). The crew members' time is split evenly between agricultural work and educational workshops that are designed to enhance their capacity as leaders.

The job is entirely outdoors, and involves physical work.

**Working hours from September to May:**

Tuesdays 1:00-5:00pm.

Wednesdays and Thursdays 3:45-6:45pm

Saturdays 7:45-3:45pm

One farm shift, Tues, Weds, Thurs, **or** Friday 8:30-12:30

Total weekly hours: 22

**Working hours in June:**

Tuesdays 1:00-5:00pm

Wednesdays-Saturdays 7:45-3:45pm

Total weekly hours: 36

As seen above, the June schedule is more intensive. To be considered, candidates must commit to being present for the duration of the June program. Applicants who will miss more than 2 days of June programming due to scheduling conflicts will not be considered.

**General Job Description**

Duties include but are not limited to:

**Program:**

- Build meaningful relationships with ACLs and crew members, mentoring them in all settings by modeling our organizational standards, values, and guidelines.
- Supervise ACLs and crew members during farm work
- Co-facilitate workshops with up to 24 young people (training and feedback will provided)
- Facilitate Real Talk sessions with crew members, ACLs, and staff
- Participate in the collaborative planning of program activities
- Commit to deepening your own understanding and analysis of food justice, completing one weekly reading outside of work

**Farm:**

- Work alongside crew members and ACLs during programming hours
- Provide demonstrations of farming tasks for small groups of young people
- Complete one paid 4-hour farm shift per week, outside of programming time
- Model hard work and set a positive tone when working with young people on the farm

**Administrative:**

- Participate in Crew Leader and Program Meetings weekly
- Participate in monthly staff meetings with the whole Grow Dat staff
- Complete weekly Real Talk reports
- Keep track of crew members' violations (our accountability system)
- Participate in Real Talk with youth and adult staff

- Complete time sheets weekly
- Manage other logistical and administrative tasks as necessary

**Skills and Educational Requirements:**

- No specific educational qualifications are necessary for this position
- Strong and demonstrated desire to work with young people is a must
- Experience (formal or informal) as a mentor, coach or teacher of young adults is strongly preferred
- Desire to work in a diverse work environment that values clear and honest communication, reflection, sustainability, and social justice
- Flexibility and willingness to assist in a variety of work as necessary (farm, facilitation, administrative)

Transportation is not provided.

**Pay scale:** \$12-15/hour (pending experience)

**How to Apply**

Interested candidates should send cover letter and resume to [jobs@growdatyouthfarm.org](mailto:jobs@growdatyouthfarm.org) with “FFCL Position” in subject line. **Deadline to submit is June 19, 2017.**

Applicants chosen for an interview will be invited to visit the farm during our summer program on June 23. Interviews will be conducted the following week.

Due to an anticipated high volume of applications, we are unable to respond to candidates whose applications have not been chosen for interview. Thank you.