



Job Description: Part-Time Social Worker

Grow Dat is an equal opportunity employer and encourages applications from women, people of color, persons with disabilities, LGBTQ, and gender non-conforming people.

Who We Are:

Grow Dat Youth Farm's mission is to nurture a diverse group of young leaders through the meaningful work of growing food. On our farm, we work collaboratively to produce healthy food for local residents and to inspire youth and adults to create personal, social and environmental change in their own communities. Grow Dat is a place where people from different backgrounds and disciplines come together in research and practice to support public health, local economies and a sustainable food system in South Louisiana.

Each year, we hire approximately 60 youth from partnering schools and organizations across the City of New Orleans. We engage youth in two programs: advanced leadership program (Fall) and leadership program (Spring). Our youth engage in a series of workshops highlighting social and food justice issues within their communities. All youth are paid for their participation in our program. The youth's time in the program is split between agricultural work directed by our Farm Team and workshops that are managed by the Program Team. Youth enter the program as crew members and have the opportunity to advance through the program to become assistant crew leaders and crew leaders. Youth take on more responsibility, deepen their analysis around food and social justice issues, and strengthen their relationships with community based organizations as they complete the program.

Grow Dat utilizes the VISIONS® framework to create a diverse multicultural working environment. All youth, staff, and board members engage in a series of diversity and inclusion workshops that promote working across difference. VISIONS® trainings help recognize and combat oppressive systems and promote social change by addressing these systems at multiple levels. The role of the social worker is to provide emotional and social support as students complete the programs and engage in VISIONS® trainings.

Opportunity: Grow Dat seeks a highly motivated and compassionate individual to work with youth and their families. The ideal candidate will have a strong passion for youth and their long-term success.

Key Areas of Authority:

Case Management: provide social and emotional support to youth, fellows and staff

- Build and maintain strong interpersonal relationships that will help provide ongoing support to struggling youth.
 - Serve as an advocate for youth at weekly program meetings
 - Assist in providing emotional and social support for crew members and assistant crew leaders who have been fired and are going through the rehiring process.
 - Utilize VISIONS framework to help youth create action plans that will help keep individuals engaged throughout the program cycle.

- Provide crisis management for assistant crew leaders, youth, and staff.
 - Identify, connect and/or make referrals for youth and staff in an effort to help individuals access needed services and benefits (i.e. assisting youth in securing SNAP benefits, helping youth navigate transportation challenges, etc.)
 - Provide mental health support/counseling to staff and youth as needed
 - Create a crisis intervention map that can train staff in dealing with immediate crisis.

Assist with recruitment efforts for the Leadership Program, Advanced Leadership Program, and Fellowship Program

- Recruitment and Interview Day
 - Assist Program Manager and Education Coordinator in providing support for students with special needs.
 - Assisting youth in completing applications.
 - Connecting youth to health clinics for physicals.
 - Work with school social workers/staff in providing support during the application process and interview day.
 - Help navigate challenges for youth throughout the interview/recruitment process (i.e. transportation, work permit, etc.)

- Building community
 - Work with crew leaders and program staff in upholding organizational standards and VISIONS guidelines for creating a strong community and safe space.

Facilitate and participate in professional development opportunities

- Lead trainings/focus groups to build staff knowledge and skills around working with youth who require more support (i.e., youth with autism, etc.).
 - Design and deliver lessons for youth about adolescent development.
- Adapt above trainings for youth staff as appropriate.
- Conduct sexual harassment trainings during crew member onboarding.
- Work with education coordinator to facilitate a Diverse Learners Training for assistant crew leaders, crew leaders, and program staff.
- Participate in VISIONS trainings.
- Share knowledge of current or evolving legislation that may impact the needs of youth.

Other duties as assigned

- Support youth as needed at special events outside of regular programming.
- Provide guidance and trainings for mandatory reporting policies as defined by the State of Louisiana.
- Assist in the development of internal policies for mandatory reporting.

Educational Requirements

- Masters of Social Work (MSW)

Skills and Experience

- Ability to work with youth with special needs
- Experience working with at-risk youth
- Well-versed understanding of government benefits (SNAP, Child Care Assistance, Housing)
- Ability to build strong relationships
- Ability to work independently
- Ability to maintain confidentiality, discretion, and use of independent judgment.

Compensation: \$18- \$22 per hour

Commitment:

Approximately 20 hours/week and the ability to participate in weekly programming meetings on Tuesday (4:00 - 5:00 pm) and Saturday programming (8:15 am - 3:15 pm). Other hours will be discussed after hiring decision has been made.

Success Looks Like:

1. Youth who are in need of services are connected and attending needed interventions.
2. Social services are attainable for alumni and staff as needed.
3. 85% of youth applicants receive work permits and physicals before hiring decision has been made.
4. Youth feel supported when faced with challenging opportunities and are provide additional opportunities to practice leadership skills.

To Apply

Please submit resume and cover letter with 3 references to jobs@growdatyouthfarm.org with "Social Worker Application" in the subject line.

Due to our limited organization capacity, we regret that we are unable to personally follow up with everyone who applies.