GROW DAT YOUTH FARM

JOB DESCRIPTION: PART TIME CASE MANAGER FY20

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

WHO WE ARE
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.

The core of Grow Dat’s work is the Spring Leadership Program, which runs from January to June. Youth participants called Crew Members (ages 15-21) are paid to work on our sustainable farm. The crew members’ time is split evenly between agricultural work and participating in workshops and other activities designed to deepen young people’s analysis and critical thinking while sharpening their leadership skills.

Alongside two adult staff, the Leadership Program is facilitated in a large part by teenagers and young adults, most of whom are alumni of the program.

POSITION SUMMARY
Grow Dat is seeking a part-time Case Manager to support youth in our Spring Leadership Program. The core of this role is to build meaningful trusting relationships with our young people. The Case Manager will work alongside young people on the farm, be present in workshops, and conduct 1 on 1 intakes to identify young people who are struggling with school, housing, abuse, mental health, food insecurity, or any other crisis. The Case Manager will use 1 on 1 meetings and counseling as needed and work to connect these youth to services. The Case Manager will provide support to other program staff when a crisis situation or conflict between young people arises.

Schedule permitting, the Case Manager will also share frameworks and strategies for supporting young people in crisis with program staff, especially youth and young adult facilitators who are supporting/ supervising their peers.

This is a part time position of 9 hours per week beginning in late January 2020 and ending June 27, 2020. Our goal is to have the Case Manager present with young people as much as possible, but we are willing to work with the Case Manager’s schedule to figure out what works. Our program schedule is below.
PROGRAM SCHEDULE

Spring Program (January 21 - May 16): Youth are present on the farm Tuesdays, Wednesdays, and Thursdays from 4:30-6:30. A weekly check in with program staff happens every Friday 2:30-5:00. All youth are present Saturdays 8:15-3:15. The case manager would be expected to be present for the majority of the day on Saturday - the rest of the schedule is flexible.

Summer Program (June only): Youth are present Wednesday-Saturday from 8:15-3:15. The Case Manager is expected to work 9 hours per week during the summer program. Time with young people could continue to be on Saturdays, or could be broken up over several days as the Case Manager’s schedule permits.

Breaks: The program breaks for Mardi Gras from 2/19-2/27. We do not conduct programing for youth for the last two weeks of May (5/17-6/1).

Camping Trip: June 23-25, the program takes a two-night trip to Fontainebleau State Park (approximately 40 minutes outside of New Orleans in Mandeville). Schedule permitting, the Case Manager is strongly encouraged to be present for around 10 hours of this trip (in the evenings after work on the 23 and 24, for example), or at least be available by phone in case of emergency.

The bulk of the Case Manager’s work would be on Saturdays from 8:15-3:15, when all our youth are present on the farm. It is not necessary to spend the entire day. The remaining 2-3 hours per week are flexible. Some weeks, additional hours might be spent supporting a particular young person. Hours can be flexed, and occasionally there would be an option for more than 9 hours per week.

AREAS OF RESPONSIBILITY

Relationship Building:
- Create meaningful, authentic relationships with Grow Dat youth
- Be present during programming hours every Saturday, working alongside youth in the field and participating in workshops and other activities
- Communicate with school partners or community partners as needed in a way that honors our youth’s confidentiality

Assessment:
- Conduct intake assessments with youth to identify participants who may require additional support

Counseling / Case Management:
- Implement case management services, inclusive of individual counseling sessions as necessary
- Link youth with health and social services as necessary
- Follow up with youth via phone outside of Saturday work hours as needed

Mentoring
- As schedule permits, provide occasional mentoring to program staff (youth and adults) to build skills in crisis intervention and conflict resolution.

Organizational:
- Model Grow Dat standards for youth at all times
- Commit to high-level open communication, working across differences to resolve conflicts when necessary
- Participate in VISIONS training, which is the diversity, equity, and inclusion framework we use at Grow Dat. This training is intended to build shared vocabulary and understandings around difference and oppression, as well as provide tools for building community and addressing conflict.

SUCCESS LOOKS LIKE
- All youth feel comfortable coming to the Case Manager if a crisis arises
- Build meaningful, authentic relationships with young people, especially young people who require additional support to be successful in our program
- As much as possible, young people who may require additional support are identified before situations reach a crisis point
- Youth in need of counseling, medical care, or housing are connected with services
- Open communication with youth and adult staff

QUALIFICATIONS
- Experience with working with teenagers in case management, counselor, or social work role
- Experience working with diverse youth, including youth of color, LGBTQ+ and gender nonconforming youth
- Experience working in New Orleans; familiarity with the landscape of health and social services available to young people in New Orleans
- Ability to work outside in challenging conditions (rain, heat); interest in sustainable agriculture or the outdoors preferred
- Strong organizational skills
- Strong communication skills, especially in a diverse settings and with young people
- Openness to personal growth; demonstrated ability to give, receive, and incorporate feedback
- Enthusiasm for working in a culturally diverse to work space
- Experience working in collaborative environments

COMPENSATION
This is a part-time position is for 9 hours per week. Compensation is $25/hour. Over the course of the program (late January - June) there will be a total of 170-190 hours worked.

Depending on performance and budget, this position has the potential to be renewed in September 2020.

HOW TO APPLY
Interested candidates should submit a resume, cover letter, and a list of three references to joinourteam@growdatyouthfarm.org with “Case Manager: Your Name” in the subject line.

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

Applications will be accepted and reviewed on a rolling basis until January 8, 2020.