



## **Summer Farm Crew Leader Job Description**

### **Job Summary**

The Summer Farm Crew Leader will be responsible for co-leading a Crew of twelve teenagers and guiding them through the Summer Farm Crew job experience. This position primarily runs the month of July, and has the potential to expand into a year-round role depending on fit and availability.

### **Statement of Equity**

Roots Rising encourages candidates from all backgrounds to join our team. We believe that a diverse team enhances our ability to fulfill our mission and grow as an organization. We are committed to creating an equitable and inclusive work environment where each employee's contributions are recognized, valued, and celebrated.

We understand that our employees have varying needs; we aim to create a healthy, successful work environment for all, and we pride ourselves on being a family-friendly workplace.

Roots Rising is proud to be an equal opportunity employer. We do not discriminate based upon race, religion, color, national origin, gender, sexual orientation, age, physical or mental disability, or other applicable legally protected characteristics.

Over and above our commitment to nondiscrimination, we believe that our organization should reflect the communities we serve. In staying true to this commitment Roots Rising actively seeks to employ members of the community who have experienced food insecurity, as well as members of historically marginalized groups, including, but not limited to, Black and Brown folx, LGBTQ+ folx, and differently abled folx.

### **Organization Overview**

Roots Rising is an award-winning, women-led organization whose mission is to empower youth and build community through food and farming. Our vision is to lift up teens as community changemakers and strengthen the local food system through the transformational power of meaningful work.

Roots Rising has three main initiatives: our Pittsfield Farmers Market, our Youth Crews, and our upcoming Youth Farm.

In our Youth Crews, we hire Pittsfield teens to work on farms, in food pantries and at our own market. It's more than just a job. It's an opportunity for teens to engage in meaningful work—work that needs to be done and serves a larger social good. We believe meaningful work leaves youth feeling purposeful, capable and connected.

### **Dates of Employment**

The Summer Farm Crew Leader will have two days of paid training, dates TBD. Summer Farm Crew runs Monday, July 3 - Friday, August 4. Hours for the position are Monday to Friday, 8:30am to 4:30pm. Daily lunch and snacks will be provided.

### **Job Responsibilities:**

- Serve as a leader of teen Summer Farm Crew members
- Oversee, motivate, and ensure the safety and well being of teens during their work periods, including being the sole adult responsible for small groups
- Serve as a model of the employment skills we seek to impart to our youth, including having a strong work ethic and excellent communication skills
- Support the interests and needs of our teen Farm Crew members, including cultivating a safe space for learning and growth
- Communicate with worksite hosts to determine the day's daily tasks
- Lead one educational workshop per summer based on own skills and interests
- Assist with daily facilitation of group activities, including games, check-in and feedback circles
- Assist in the management of data, including attendance and violations
- Participate in weekly staff meetings
- Contribute knowledge to the overall organization to advance its mission and vision
- Uphold the standards and values of the organization

### **Required Qualifications:**

- Experience and enthusiasm for working with teens, especially those from diverse backgrounds
- Experience leading groups of teens
- Ability to engage in farm work for prolonged periods, including standing, bending, and kneeling; ability to carry heavy objects (up to 50lbs); ability to withstand varied weather conditions, including heat and rain
- Strong time-management and organization skills with the ability to multitask
- Must have a valid driver's license and be willing to drive the Roots Rising van

### **Compensation:**

The Summer Farm Crew Leader will be paid a salary of \$17/hour and will not exceed 215 hours total. All required work gear will be provided.

**To apply send a resume and brief cover letter to [info@rootsrising.org](mailto:info@rootsrising.org) by May 26.**