



**Job Title:** *Farm Leadership Training Coordinator* at a dynamic urban farm focused on youth employment

**Location:** North East Grand Rapids with travel to remote farming sites in Rockford and Allendale, MI. This is an in person position, with only occasional opportunities for remote work.

**Position Start:** March 2024

**Hours:** Full Time Salaried, 40 hours on average Monday-Friday with occasional Saturdays. Part Time applicants will be considered provided they are able to work during youth programming times.

**About New City Neighbors:** New City Neighbors is a creative and mission driven community development organization that uses *Good Food* as a way to provide job skills and leadership development to high school youth and young adults so they are empowered to reach their full potential. Our farm program, New City Farm, is a social enterprise vegetable farm that grows produce on 4 acres at three sites (urban and rural) for over 250 families through a CSA farm share while 25% of our produce goes to low income food resource centers through existing partnerships. The farm program exists alongside a café social enterprise and community development programming. Each season we train and equip 20 high school youth throughout the organization with up to 10 youth devoted to the farm. In 2024, as part of a new nationwide urban agricultural initiative, we will launch a new farm apprenticeship program for three young adults each season and the Farm Leadership Coordinator will help develop that new program.

**What it's Like to Work at New City:** New City Neighbors is a diverse community of mission driven employees who are passionate about the youth of our neighborhood. We value a positive work environment, mutual encouragement, accountability, problem solving and hard work. Our farm is a place of hands-on learning within the context of an intensive vegetable operation with significant production goals.

**A Day in the Life of a Farm Leadership Coordinator:** The Farm Leadership Coordinator is focused on supporting our youth employees and farm apprentices in all aspects of their work. This includes co-facilitating morning stand up meetings with our Farm Production Manager to help orient youth employees to their daily tasks and helping all employees understand how these tasks fit into the large picture of the farm and the organization as a whole. Through the day the Farm Leadership Coordinator will lead farm trainings and assist in farm production with an eye to keeping youth employees on task within a supportive framework of accountability. The Farm Leadership Coordinator also helps design and adjust our farm curriculum to fit the needs of or our youth employees, our farm apprentices, and community workshops so participants are able to understand all aspects of organic vegetable production as well as big picture concepts

related to community development, including historical oppression within the food system and how *Good Food* can be a means to embodying culture and food sovereignty.

**Qualification to be a Farm Leadership Coordinator:** This position requires a passion to train and lead young people through the growing of *Good Food*. A candidate should:

- Enjoy and have experience educating, training and coaching high school youth, young adults and the broader community
- Be highly culturally competent and be able to work with multiple racial and ethnic backgrounds, gender identities, sexual orientations and socioeconomic statuses with an eye towards uneven power dynamics and unconscious biases
- An ability to manage conflict professionally and with an openness to all involved
- Have good verbal and written communication skills
- Enjoy working with a team to do the beautiful hard, hot and dirty work of small-scale vegetable growing. This includes the ability to lift 50 lbs., being able to perform common farm tasks of weeding and harvesting, and the ability to drive our company van.

**What New City Can Offer you:**

- Starting salary of up to \$37,000 a year, reviewed annually for merit increases
- Health Stipend of up to \$6500 for health insurance related costs
- Annual bonus as determined by organizational profitability
- 16 PTO days per year, 10 paid holidays, 2 floating PTO holidays to be used at a time determined by the employee, with additional PTO days for each year with the organization
- Schedule flexibility outside of programming hours
- Seasonal work that allows for rest and program evaluation and improvement in the non-growing season
- Ability for a 12 week paid sabbatical after five years with the organization
- Mentorship and training in all aspects of organic vegetable production
- Being a part of exciting and regionally recognized grant projects

Interested candidates should read and review our [Detailed Job Posting](#) and our organization's website with attention to our [Mission & Values](#). After review, please complete this [online application form](#), and send additional information that may include a brief cover letter, resume and/or a 3-5 minute introductory video (phone videos accepted) to our Farm Production Manager Madsion Hower at [madison@newcityneighbors.org](mailto:madison@newcityneighbors.org).