



Position Title: Farm Specialist	Date: February 1, 2024
Reports To: Urban Agriculture and Green Spaces Director	Status: Part-Time, Non-Exempt, Temporary

Who We Are

Groundwork Somerville is a community-based, action-oriented non-profit. Our mission is to cultivate the next generation of environmental activists to grow a greener and more equitable Somerville. Groundwork Somerville, a 501(c)3 nonprofit organization, has been “changing places and changing lives” in Somerville, Massachusetts since 2000. Through youth empowerment, urban farming, equitable food access, and community engagement, Groundwork sows the seeds of a healthy community. Our work is grounded in the understanding that environmental conditions are inextricably linked to economic, social, and racial injustice. We recognize that it is impossible to sustain a healthy community without holistically addressing these issues. As a result, we make an explicit effort to employ and empower youth of color and youth from economically disadvantaged backgrounds. Our educational programming specifically highlights the nuances of racism, sexism, and environmental injustice, and arms youth with tools to address these inequities. In addition, Groundwork strives to provide equitable access to food and land for all Somerville residents. We grow crops that have cultural significance to Somerville’s diverse community and provide equitable access to fresh produce through the Somerville Mobile Market. We strive to hold space where all Somervillians can gather as a community and celebrate the land and each other.

Essential Functions:

- Maintain healthy, productive, and beautiful growing spaces across the two urban food production sites that make up our South St. Farm, helping it reach full capacity of producing over 2,000 lbs. of produce throughout the growing season.
- Work closely with the Urban Agriculture Director to envision, plan, purchase, and oversee the execution of all tasks throughout the growing season, including garden care and maintenance, greenhouse management, and farm improvement and infrastructure projects.
- Candidates should be comfortable with tasks relating to integrated pest management, transplanting, drip irrigation, trellising methods, regular weeding, cover crops, and all other general maintenance tasks required to produce organic crops in a low-till garden.
- Work with the Youth Director and staff to teach teens employed by GWS on our Green Team about urban farming techniques and practices. Engage with teens about farm tasks, and create a welcoming environment for the diverse youth involved in our summer programs.
- Work with GWS partners to distribute produce and increase food access for all members of the Somerville community, acting as a key point of contact for the Somerville Mobile Farmers Market and Project Soup.
- Oversee efforts to grow culturally relevant crops for Somerville’s diverse community.
- Help organize and run engaging and accessible volunteer opportunities. Recruit, train, and oversee volunteers on the farm.

Requirements:

- Age: 21+



Working Conditions/Physical Demands:

- Willingness to garden in light rain, heat or cold.
- Ability to lift up to 40 pounds, and push large wheelbarrow loads of mulch and compost.

Requisite Skills and Experience:

- Experience successfully managing small farms/large gardens using sustainable, organic methods, including planning and maintenance
- Skilled at supervising volunteers, interns, or teen employees in farm work
- Ability to work outside in all weather, lift up to 40 pounds, and complete all physical tasks required for urban farming including bending, standing, twisting, using tools, moving over uneven ground
- Basic knowledge of tools, ability to build raised beds, set up trellises, etc.
- Background in permaculture techniques and knowledge of native plants preferred
- Organizational skills and ability to keep track of logistics, materials, and information
- Excited to work as a member of a team with many moving parts
- Strong communication and interpersonal skills
- Commitment to Groundwork Somerville's mission, youth empowerment, and anti-oppression work
- Strong understanding of historical and current injustices against immigrants, Indigenous people, and communities of color
- Proficiency in (any) other languages is welcome!

Location & Schedule:

Locations	- South Street Farm, 138 South St, Somerville, MA 02143 - Groundwork Somerville Office, 337 Somerville Ave. #2B
Schedule	25-30 hours a week, Monday - Friday, occasional weekends, some flexibility
Start Date	March 1, 2024
End Date	Aug 31, 2024

Pay: \$25/hour

How to apply: Send a resume and cover letter to Leah McCarthy, Urban Agriculture and Greenspaces Director at jobs@groundworksomerville.org. Applications will be reviewed on a rolling basis until the position has been filled. The ideal start date is early March.

At Groundwork Somerville, respecting and celebrating diversity is a core value. We are committed to providing a diverse, equitable and inclusive environment for all, within which each person can succeed professionally regardless of race, ethnicity, culture, nationality, gender, religious beliefs, sexual orientation, gender identity, gender expression, age, marital status, or disability. Groundwork Somerville works to foster understanding, communication and respect among all people in the company in order to create an inclusive workspace.