

Job Description



of Memphis

JOB TITLE: Youth Farm Farmer

DEPARTMENT(S): Program, Youth Farm

REPORTS TO: Youth Farm Manager of Programs

FLSA: Non-exempt, Part-Time Hourly Farmers

20 hours per week, varies M-S

Girls Inc. of Memphis inspires girls ages 6-18 to be strong, smart, and bold. Since 1946, Girls Inc. of Memphis has offered programs designed to build girls' capacity for college preparedness, confident and responsible adulthood, economic independence and personal fulfillment. As a local affiliate of our national organization, Girls Inc., we benefit from research and outcome-based, age-progressive programming specifically designed to provide the Girls Inc. Experience to girls at the Youth Farm in the Frayser area.

JOB PURPOSE:

Our Youth Farm is a year-long program for teen girls to learn how to run a business through managing an urban organic farm. Girls participate in leadership, entrepreneurship, business development, and sustainable agriculture programming that informs all farm decisions. This staff will work directly with the Youth Farm Manager of Programs, Youth Farm Manager of Operations, and girls to sustain and grow current farm operations at the Girls Inc.'s Youth Farm. The food that is grown at the farm is sold to benefit the growth and sustainability of the farm, but also to meet growth plan goal of selling 80% of produce grown to the Frayser community.

Essential Job Functions:

- Approach the work with a focus on girls on their terms and advocate on their behalf
- Focus on thoughtful qualitative and quantitative inquiry for continuous improvement
- Take ownership and proactive action for overall agency success
- Find the light and joy in the work through positive interactions with others
- Support and open, fun and non-judgmental environment to ensure the Girls Inc. Experience
- Oversee all farming-production and sales operations collaboratively with Youth Farm Manager of Programs and Girls Inc. Youth Farm Crew
- Provide documentation for farm-related purchases to Youth Farm Manager of Programs
- Assess and project needs to maintain and grow overall vision of Girls Inc. Youth Farm to Youth Farm Manager of Programs

- Implement regenerative agricultural practices including cover cropping, crop rotation, rotating fallow land, compost/fertilizer application and manage integrated pest-program (IPM) using only organic methods
- Manage apiary
- Maintain and operate irrigation
- Operate farm van for operations related purposes: pick up supplies, deliver produce, etc.
- Harvest, wash, bunch, package and deliver Girls Inc. farm produce for sale
- Maintain farm facilities and equipment
- Manage green house
- Manage and document sales and produce related relationships
- Staff and supervise farmer's market booth(s), sales, and operations
- Engage in training and professional development to grow in knowledge and application of topics including: Girls Inc. mission, vision and approach; youth development best practices; program outcome measurement; group dynamics; girl-centric awareness.
- Represent Girls Inc. in a manner that conveys professionalism, confidentiality, courtesy, fairness, personal integrity, and respect for others
- Provide input on individual/group volunteer needs and opportunities
- Support Youth Farm Manager of Programs with collaboration of key community partners to ensure program growth opportunities
- Work collaboratively with all agency program staff to ensure continuity of program delivery and support
- Follow all agency policy and procedures as outlined in the staff handbook
- Participate in periodic assessment of own performance, develop own goals and objectives; actively seek personal and professional growth opportunities for self and any staff including participation in conferences, training, meetings and seminars

Qualifications:

- An articulated belief in the mission of Girls Inc.
- Must model the Girls Inc. mission of a Strong, Smart, Bold individual with a can-do attitude
- Supports pro-girl and girl only environment
- Ability to communicate effectively, orally, visually, in writing, with youth, parents, teachers, coworkers and volunteers
- Must have 2 years' experience in agriculture, preferably using organic methods
- Knowledge or interest in food justice, public health and youth development
- Must love working outdoors
- Must clear background check/drug test

Special Requirements:

- Current valid driver's license and insurance with reliable transportation
- Ability to work nights and weekends
- Must be able to lift 50 lbs. and work outdoors in all weather conditions performing a diversity of farm tasks
- Perform other duties as assigned

TO APPLY:

- Apply online at www.girlsincmemphis.org or
- Email cover letter and resume to: kbrezina@girlsincmemphis.org or
- Mail cover letter and resume to: Girls Inc. of Memphis, Attn: Katie Brezina, 910 Vance Ave., Memphis, TN 38126

Girls Inc. is an Equal Opportunity Employer