



## **Part-Time Position with Growing Hope URBAN FARM ASSISTANT**

### **About Growing Hope**

Growing Hope is a 15-year-old non-profit organization rooted in Ypsilanti, Michigan whose mission is to foster an equitable and sustainable local food system that empowers all people to grow, buy, sell, prepare, and eat nourishing food. We envision a community where all people--particularly those with barriers due to race, class, culture, language, ability, and mobility--have access to nourishing local food that is culturally appropriate and affordable. People can grow and prepare their own harvests, and may earn a living as a food grower, producer, or entrepreneur.

Our areas of work include Youth & Schools, Farm & Garden, Farmers Markets, and Food Entrepreneurship. This position will work out of the Growing Hope Center and Urban Farm, a 1.4 acre property in the heart of Ypsilanti. The Urban Farm is a multi-purpose space used for organic-practice production and garden demonstration including market gardening, home gardening and youth gardening. The Farm hosts youth and adult educational field trips, workshops, and volunteers, and serves as a beautiful gathering space for community and fundraising events.

### **Organizational Culture and Values**

Our culture is rooted in our values: Transformation, Education, Justice & Equity, Placemaking, and Integrity. We commit to upholding inclusive practices and policies while creating space for courageous conversations as a staff and within our community. Instead of simply providing services, we aim to leverage the vast resources already within our community in order to empower and partner with participants and customers. We believe that community members have the ability to make their own decisions about their health and wellness goals and that Growing Hope acts as a resource to increase access and opportunities to meet these goals.

### **Position Description**

We are seeking an enthusiastic, hard-working person to join our team. This job is not a pure production position, and candidates must have an interest in inspiring, working with, and teaching community members about sustainable production and larger food system issues. The Urban Farm Assistant will be responsible for implementing Growing Hope's annual farm plans and meeting farm production targets (including harvest for our farm shares, culinary programs and sales to wholesale buyers).

The Urban Farm Assistant is responsible for the management of the outdoor portions of our 1.4 acre property in the heart of Ypsilanti which includes the urban farm (including two hoophouses) and the surrounding grounds. This person will be responsible for keeping the Growing Hope Center grounds, farm, and garden areas productive, presentable and inviting to the public at all times. The Farm Assistant will work with the Program Director to identify, prioritize and manage small construction projects. This person will report to Growing Hope's Director of Programs and Operations and work closely with our Garden Programs Assistant and other staff. The Urban Farm Assistant will supervise interns, volunteers and teen leaders.

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web: [www.growinghope.net](http://www.growinghope.net) fb: [facebook.com/growinghope](https://facebook.com/growinghope)



### Responsibilities Include:

- **Farming:** Implement Growing Hope's crop and seeding plan, including bed preparation, propagation, transplanting an crop maintenance (pruning, IPM, trellising, irrigation, etc.).
- **Maintenance:** Support overall site maintenance (including lawn care, care for decorative gardens, rain garden, hoopouses, etc.) to be a beautiful, organized and welcoming space for all visitors.
- **Construction:** Assist with on-site construction projects, such as rebuilding compost bins and building wash tables.
- **Harvest & Post-Harvest Handling:** Create weekly harvest plans, connect with Program Managers on which items they need for programs, communicate with outside buyers, and maintain high quality products.
- **Food Safety:** Support and promote food safety throughout the farm and harvest process.
- **Record Keeping:** Keep detailed records on propagation, IPM, harvests and sales.
- **Interns:** Work with Program Director to manage and teach interns.
- **Volunteers/Visitors:** Manage volunteer days in March and April; work with co-workers to set priorities for volunteers.
- **General Support:** Support staff in preparing site for special events, tours, etc.

### Qualifications

- Passion for and experience growing food and flowers (at least two seasons).
- Creativity, flexibility, resourcefulness and positive thinking.
- Able to work collaboratively with people from diverse backgrounds in terms of race, ethnicity, gender (including nonbinary), sexual orientation, class, and religion.
- Flexibility to work nontraditional hours in non-traditional settings, including evening and weekends as scheduled.
- Ability to work independently and with a team.
- Able to lift 40 lbs.
- Work in various weather conditions such as heat, humidity, wind, rain, etc.
- General handiness, carpentry, building and equipment maintenance.
- Must have reliable transportation (this includes bus, personal vehicle etc.).

### Qualities that will enhance your application:

- Interest to grow professionally within the organization.
- Belief in asset-based, social justice approach.
- Knowledge of the food system, farm & food policy and the local food justice movement.
- Understanding of and experience talking about racism and social justice work.
- Small engine repair skills a big plus.
- Knowledge of perennial, fruit tree, and mushroom cultivation.
- Previous experience with four-season farming/hoopouse cultivation.



**Hours & Compensation:** This is a part-time, seasonal position that will begin mid-March and go through October. This is an hourly position, \$16.00 per hour, approximately 29 hours a week. The first four weeks will be 20 hours a week. Benefits not included. In addition to monetary compensation, staff are welcome to take home extra produce and flowers from the farm.

**To Apply:** Submit resume or description of relevant experience and letter detailing your interest in the position, with ideally 3 references (professional or personal) to **Apply@growinghope.net**. Applications accepted until Friday, March 8th at 5:00 pm. No formal education is required for this position.

*Growing Hope encourages people of color and individuals who possess an in-depth understanding of poverty or economic hardship to apply. We welcome a diverse pool of applicants and make employment decisions on the basis of merit. We do not discriminate potential employees based on race, creed, age, physical ability, national origin, sex, gender identity, sexual orientation or marital status. Accommodations will be made so that the application process and position is made accessible for qualified applicants.*