

## What We Seek

We are seeking a motivated youth development professional to join our team as the **Greater Boston Site Supervisor for Dirt Crew and Seed Crew**. This seasonal, 26-week role runs from February 16th to August 21st, 2026, and is central to delivering a transformative experience for young people across both our summer and academic-year programs.

In this position, you will blend youth leadership development, social and food justice education, and hands-on farm engagement with thoughtful operational planning and implementation. Working closely with the Associate Director, the Director of Learning & Programs, the Operations and Communications teams, Growers, and community partners, you will help create a seamless, high-impact experience for all participants. Key responsibilities include supporting recruitment and outreach, coordinating program logistics, facilitating daily youth sessions, and supervising seasonal staff.

At its core, this role strengthens young people's skills, confidence, and connection to their communities, and empowers youth to make active change within the food system.

### The Food Project's Youth Development Model

Our youth development model at The Food Project emphasizes that young people grow through meaningful work, strong relationships, and purposeful experiences that connect them to their communities, the land, and the skills they need to thrive. This role will work closely with our Dirt Crew and Seed Crew programs within our three-program model to bring that approach to life.

- Seed Crew is a 6-week intensive immersion creating the foundation for all that we do – farming, learning about sustainable food systems, personal development, working on a team, learning about systems of oppression, and cultivating a sense of agency to participate in changing our food systems on a local level through the work we do.
- In Dirt Crew, youth build on their learning from the summer and expand their involvement across the 8-month academic year through more in-depth workshops, leadership development, and taking on community-based project management responsibilities.

*This is a seasonal position; however, based on organizational needs and strong performance, there may be an opportunity for it to transition into a permanent full-time role.*



## The Food Project

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### The Food Project (TFP)

#### TFP Values

#### Diversity, Inclusion, Belonging, Equity (DIBE)

#### Land Acknowledgement

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**Position:** Greater Boston Seasonal  
Site Supervisor (Dirt & Seed Crew)

**Hourly Wage:**  
\$21.50 - \$25

#### Employee Benefits

## Responsibilities

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### Youth Engagement - 85%

#### Academic Year Dirt Crew:

*12.5 - 15 hours per week from Feb 16th - May 29th, 2026*

- Dirt Crew Program
  - Implement weekly Saturday group sessions with Dirt Crew throughout the academic season in accordance with learning objectives.
  - Focus on building youths' knowledge of social justice and food justice issues, as well as their skills in leading volunteers and performing rigorous work in sustainable agriculture.
    - *This includes Saturday and after-school work opportunities and gatherings.*
  - Provide individual mentorship for Dirt Crew youth to achieve their individual, interpersonal, and group goals.
  - Provide youth regular feedback through Real Talk and other mechanisms.
  - Coordinate additional work opportunities for youth.
  - Assist with the implementation of youth-led Seed Crew interviews and summer selections
- Evaluation:
  - Participate in the Dirt Crew's overall ongoing program evaluation in collaboration with GB Associate Director
  - Manage the implementation of Growth Guidelines in partnership with the GB Associate Director
- Supervisory:
  - Lead and facilitate weekly meetings with youth Peer Leaders, co-supervisor, to support feedback gathering and program planning for upcoming Saturdays
  - Lead one-on-one check-ins between farm managers at their respective sites as needed to coordinate logistics.

#### Summer Seed Crew Program

*35 - 40 hours per week from June 1st- August 21st, 2026*

- Seed Crew Set up (June-July):
  - Coordinating with the operations team on train schedules, tickets, workshop supplies, and gear orders.
  - Assist operations with onboarding paperwork as needed.
  - Prepare and gather materials to lead summer workshops.
  - Collaborate with Associate Director(s) to lead summer youth peer leader training and Seed Crew member program orientation
  - Prep and co-lead summer leader training

- Summer Seed Crew Implementation (July-Aug):
  - Conduct daily sessions with Seed Crew in accordance with the established schedule and learning objectives.
  - Train, coach, mentor, and supervise peer leaders and Crew Leaders to ensure a smooth, high-impact experience for Crew Workers throughout the summer
  - Coordinate documentation, mapping, and evaluation processes for the work with our evaluation team
  - Act as primary safety officer for Seed Crew members and Crew Leaders.
- Evaluation:
  - Participating in Seed Crew overall evaluation, managing Growth Guidelines in partnership with GB Associate Director
- Supervisory:
  - Lead one-on-one and group check-ins between the Crew Leaders, Operations Coordinators, and Peer Leaders to provide feedback and support for managing Crew Workers.
  - Lead one-on-one check-ins with farm managers at their respective sites are needed to coordinate logistics.

#### **Management - 10%**

- Participate in one-to-one supervisory checks between Youth Development Manager and/or GB Associate Director for feedback and support.
- Facilitate coordination among community partners at their respective sites to support the implementation of summer programs.

#### **Organizational Health 5%**

- Participate in our justice, equity, diversity, and inclusion initiatives.
- Prepare and participate in structured, regular feedback sessions.
- Participate in all-staff meetings, team meetings, and provide cross-department support.
- Participate in annual planning, budgeting, and performance review processes.
- Perform other duties as needed, within capacity.

## Qualifications

- At least 21 years old
  - At least one year of experience working directly with high school youth in teaching, organizing, mentoring, and/or facilitative capacity.
  - Experience facilitating discussions or training about Diversity, Equity, Inclusion, and Belonging (DEIB) as well as in working with diverse groups of people.
  - Demonstrated skills in youth development, including setting healthy boundaries between youth and supervisors and responding effectively to the non-programmatic issues youth bring up in the course of their work.
  - Capacity to uphold high standards set by the community, and an ability to motivate a group of young people while fostering their potential.
  - Strong interest in working with youth as partners and supporting the youth-centered aspects of the work.
  - Excellent organizational skills, dependability, flexibility, and capacity to manage time effectively both independently and on group projects.
  - Some familiarity with food systems and food access issues.
  - Valid driver's license and willingness to drive large (15 passenger, cargo van, and/or truck) vehicles in the city.
  - Farming or gardening experience (preferred).
  - Familiarity with Dorchester, Mattapan and Roxbury (preferred).
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## Location & Schedule

This position will be based in Boston and Lincoln, MA, with Tuesday through Saturday work during the academic season of Feb 16th, 2026, to May 29th, 2026.

Transitioning to a Monday through Friday schedule from June 1st to August 21st, 2026. *During Leader training, June 15th-July 1st, travel will fluctuate between regions (North Shore and Greater Boston)*

## Recruitment Process

Please send resume and cover letter via email to: [jobs@thefoodproject.org](mailto:jobs@thefoodproject.org). In the subject line, write your name and the position for which you are applying, eg: "Jordan Smith – Full JOB TITLE".

We will review all submissions, identify viable candidates and contact ONLY those individuals selected to continue in the search process. The position will be filled when a desired candidate is found.

**The Food Project is an Equal Opportunity Employer that is committed to creating an inclusive organization. We actively seek a diverse pool of candidates for this position.**