



## **Mill City Grows Community Gardens Team Member**

Full time, year-round

### **Organization Description**

Mill City Grows (MCG) was founded in 2011 as a catalyst for food justice, ensuring that all people of Lowell have access to culturally connected food, land, and education. Our programs have grown from a single community garden to include: food, nutrition and advocacy education for people of all ages; community and school gardens; working urban farms; mobile markets and farm shares; and above all encouraging and supporting people to grow their own food. MCG infuses food production spaces with food education to increase food sovereignty, universal access to fresh produce, and promote environmental sustainability throughout Lowell.

### **Community Gardens Program Overview**

Mill City Grows oversees eight community gardens with a large culturally diverse community. The Community Gardens provide Lowell residents a space to grow their own culturally-relevant food as well as a space for community building.

### **Position Description**

Mill City Grows is looking for someone with gardening experience, community building skills, and a passion for food justice to join our Community Garden Team. This is a flexible position, which can be tailored for the right individual as an entry-level or Manager-level position. The Community Garden Team Member (CGTM) works in partnership with other Community Gardens staff to aid in program administration, program delivery, community building, and the maintenance of the physical infrastructure of Mill City Grows' community garden locations. The CGTM helps to recruit and provide guidance to volunteer Garden Leadership Teams, recruiting gardeners, and managing intake, participant-surveying, and communication with gardeners. The CGTM helps in building and maintaining safe and relevant community spaces that support resilient and empowered communities. This includes supporting community garden events, outreach and developing strong relationships with program participants. The CGTM promotes MCG's tenets of food justice through facilitating relevant community garden events and education.

### **Responsibilities**

- Support of opening/closing garden meetings and opening and closing garden operations
- Support garden work days and regularly scheduled volunteer days as needed

- Support the planning and implementation of community garden events
- Manage the upkeep and replacement of garden infrastructure in Community and School gardens, with support of MCG team, garden leadership teams, and volunteers.
- Ensure gardens are safe community resources and well maintained
- Work with leadership teams, volunteers, Community Program Team Members
- Work alongside CPTM in making sure garden guidelines are followed
- Maintain photographic record of community garden events throughout the season
- Contribute and support Community Garden release materials (newsletters, event promotions, etc)
- Work with Education Team & CPM to develop and coordinate food and social justice educational opportunities for Garden Leadership Teams and Community Garden Skill Shares
- Support Community Gardens and Garden Leadership Teams to ensure community need is being met through visioning, outreach and recruitment
- Grow robust garden leadership teams and their capacity to develop community garden events and engage neighborhood residents
- Track data for program evaluation
- Participate in all staff events, meetings, and team trainings and professional development
- Other duties as assigned

### **Qualifications**

- Commitment to and passion for food justice, equity and community engagement.
- Strong interpersonal and conflict resolution skills
- Experience working with diverse populations is a plus
- Excellent organization and time management skills
- Excellent communication skills, written and verbal; additional language proficiency a plus (Spanish, Khmer, Portuguese, Burmese, Arabic, Swahili)
- Ability to work independently and as part of a team
- Availability on weekends
- Computer skills required – Microsoft Word & Excel, email, ability to use the internet for research, social media for outreach and communications.
- Knowledge of Lowell neighborhoods and communities
- Ability to work with power tools and do woodworking
- Must have their own transportation to and from the office. Licensed drivers with a safe driving record will have access to MCG vehicles for program related activities
- Employment is subject to the results of a criminal background check
- Sense of humor a must
- Preferred 2 years vegetable gardening experience

**Compensation:** \$40,000-52,000/year

Please note, this compensation range includes Coordinator through Manager salary ranges at Mill City Grows. We expect that folks qualifying for entry level to manager level positions may apply for this job, and the salary offered will be commensurate with experience.

**Benefits Offered:** Mill City Grows offers a strength-based collaborative team environment; a supportive and creative work setting; and professional development opportunities. Mill City Grows is proud to support all our staff in professional growth and advancement. Parking and an accessible office location in Lowell is available. This position works a Tuesday-Saturday week during the growing season. Will require some evening/weekend hours throughout the year. Benefits include: health, dental, & vision insurance, short term disability, 401K with match, 12 paid holidays, vacation, sick, & personal time off, and farm-fresh veggies!

**To Apply:** Please send your resume, cover letter, and three references to [hr@millcitygrows.org](mailto:hr@millcitygrows.org) with the subject line “Community Gardens Team Member”

*Mill City Grows is an equal opportunity employer. Mill City Grows especially encourages local residents to apply. Mill City Grows welcomes all interested people to apply, including people of color, all forms of gender identity, and all religions and beliefs. Due to the ongoing and increasing severity of the COVID-19 pandemic we have decided that Mill City Grows will be requiring COVID-19 vaccination as of February 1, 2022. New hires will be required to comply with the vaccine requirement within one month of hire. Fully vaccinated includes all initial doses and recommended boosters, as outlined by the CDC.*