



Green Team Coordinator – July 2016

About the Position:

Groundwork Somerville is seeking a part-time Green Team Coordinator to lead our youth jobs program, be a role model for Somerville area teens, expand program curriculum, and develop an alumni network to support Green Team graduates as they pursue academic and professional careers.

The Green Team program provides 40 youth (20 in the summer, and 10 during fall and spring semesters) with a meaningful first job experience working on community projects, including our urban farm. 75% of program participants are youth of color or recent immigrants. The Green Team is designed as an early step on a path to long-term academic and career success. Participants are trained in hands-on skills, professionalism and leadership, interpersonal skills, and civic engagement. Through the lens of social and racial justice, health equity, and food justice, participants are encouraged to see themselves as leaders in their community, and to make their voices and opinions heard. Participants are also exposed to career opportunities and connected to potential future employers, including municipal and state government departments, universities, and the National Park Service. Along the way, they are encouraged to ask questions and form their own opinions about the state of local and national food systems, environmental issues, and racial and social justice issues in their community. The goal of each project is to connect youth with positive ways that they can make an impact in their city.

In addition to leading weekly programming at the farm and other sites, the Green Team Coordinator will develop curriculum and coordinate the administration of a new Youth Jobs Network. This will involve researching and implementing appropriate training and certifications for youth to prepare them for success in future environmental or social justice careers and study; and to place program graduates into high quality future jobs following the Green Team. In reaching these goals, the Coordinator will connect with other youth programs in the national Groundwork system as well as local and regional programs, agencies, and businesses.

Groundwork Somerville believes that investing in youth, especially those who have had less access to opportunities due to issues of socio-economics, race, and other systems of oppression, and providing opportunities to long-term success ensures our future as an interconnected society. Food security and racial equity are central to our work because they are fundamental building blocks to the more sustainable and just future we envision.

This position is a part time position guaranteed for three years, with the possibility of extending to full time in years two and three.

Essential Functions:

- Interview and hire the Green Team members for each season (fall, spring and summer)
- Lead Academic Year Green Team Program (10 hrs/week in fall and spring)
- Work directly with youth to hold conversations and train them in issues of racial justice, health equity, environmental justice and stewardship, food access and more.
- Lead Green Team participants in farm and garden tasks, including planting, harvesting, weeding, watering and more (with guidance of Program Director if needed)
- Oversee leadership of summer Crew Leaders (college-aged) as they directly supervise Summer Green Team Program
- Develop the Youth Jobs Network and Curriculum;
- Actively engage youth in civic training, life skills, green job training and career development



- Participate in community-based advisory committees related to food access, youth opportunities, racial justice and health equity
- Attend the annual Groundwork USA Youth Summit each fall; potentially attend Yellowstone trip in the summer
- Coordinate all stewardship, team-building, and educational events
- Collaborate with community partners to involve youth in regular community service, civic engagement, events and rallies, educational activities, and special events
- Participate in personal leadership development opportunities as applicable
- Work with the Program Director on program planning, and summer staff recruitment

Groundwork Somerville has a small staff and the large amount of projects and programs accomplished are through collective action and goal setting as well as independent accomplishments. By focusing on both the local details of our work as well as the big picture impacts, Groundwork works to create and use replicable models for community-based partnerships that solve complex environmental and social & racial justice problems.

Desired Qualifications:

- Training and/or some work experience in one or more of the following areas: youth education, youth leadership, job training, outdoor education and working with youth of color;
- Commitment to addressing the impact of racism and other oppressions on health equity and social justice issues.
- Experience leading groups of teenagers in focused tasks and projects;
- Interest in meeting new people and networking to discover new partnerships and opportunities for Groundwork and the Green Team;
- Ability to network and connect with new partners through open, friendly connection building
- Demonstrated outstanding organizational skills along with strong oral and written communication skills and excellent interpersonal skills;
- Basic computer skills: Word, Excel, PowerPoint and Google Drive
- Ability to balance competing priorities and deadlines and to handle multiple tasks;
- Must be experienced working in multi-cultural, inclusive settings;
- Knowledge of a non-English language strongly preferred.
- Experience with developing curriculum, training programs, and evaluation tools a plus;
- Experience with gardening, agriculture, or landscaping a plus;
- Must be comfortable riding a bike around Somerville, or willing to learn and develop that skill

Compensation: This position is beginning as a half time job averaging 20 hours a week starting at \$18/hour. Due to the seasonal nature of the Green Team program, this may require 30 or more hours a week during July and August, with winter and some spring or fall months requiring less time weekly. Employee benefits include excellent paid time off benefits and a percentage of health insurance through Groundwork's health insurance program.

This position reports to the Program Director and is an exempt, full-time position requiring some evening and weekend hours. Groundwork Somerville provides excellent opportunities for advancement and growth within the organization, particularly within this position.

The position will expand in July 2017 and 2018 to at least 24 hours/week at \$22/hour, with the potential to increase pending new funding at any time, or become a salaried position.



Hiring Policy: Groundwork Somerville is an equal opportunity employer. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any legally protected status. City of Somerville residents, Green Team (or similar program) alumni are strongly encouraged to apply.

To apply: Applications will be reviewed on a rolling basis. Please submit letter of interest describing your relevant experience and interests and your resume as a single PDF or word document (preferably) **by August 1, 2016** to: jobs@groundworksomerville.org. You may also mail your application to Groundwork Somerville, Attn: Human Resources, 24 Park St., #7, Somerville, MA 02143. If mailing an application, please email or call 617.628.9988 first. Applications may be submitted after the deadline, but are not guaranteed a response.

No phone calls please. Email inquiries may be sent to jobs@groundworksomerville.org

Groundwork Somerville, a 501(c)3 nonprofit organization, has been making change happen in Somerville, Massachusetts since 2000, focusing on community engagement, environmental and open space improvements, fresh food access, youth education, and employment initiatives. Groundwork achieves results by engaging the whole community – residents, youth, nonprofits, government and businesses – in the planning and realization of projects. With this collaborative approach, Groundwork ensures that all stakeholders are mutually invested in equitable outcomes, the key to stable neighborhoods and sustainable change.

Groundwork Somerville’s mission and operations are premised on the understanding that environmental conditions are inextricably linked to the economic and social health of a neighborhood, and that individuals’ health can be directly affected by race and income level. We believe that racial justice work is integral to the success of Groundwork’s community justice work. As a consequence, Groundwork is committed to “*changing places and changing lives*” through on-the-ground projects that help to transform local communities. Groundwork’s mission is “*to bring about the sustained regeneration, improvement and management of the physical environment by developing community-based partnerships which empower people, businesses and organizations to promote environmental, economic and social well-being.*”