



Job Title: Youth Program Coordinator

Type: Exempt, Full Time, Salaried Position (40 hours per week)

Dates: February 2024 through February 2025 (2 month probation, renewable per year)

Hours: Monday through Friday, occasional weekends, some flexibility of hours

Rate: Compensation with benefits package totalling \$53,858 with starting salary at \$48,000.

Additional benefits include 2 weeks PTO, paid sick leave, professional development opportunities, some meals plus vegetables and groceries as needed. For the right candidate we are offering a relocation stipend of up to \$3,500.

Supervision: Educational Programs Manager

Who We Are: FrontLine Farming (FLF) is a nonprofit food and farmer advocacy organization focusing on growing food, education, sovereignty and justice. We grow high quality, organic food which supports fair wages for our farmers and is distributed through CSA shares, sliding scale sales at farm stands and donations to a variety of non-profit partners. The mission of FLF is land based in support of our farmers growing food with a focus on creating greater equity across our food system on the Front Range of Colorado. We specifically seek to support and create greater leadership and access for women and people of color in our food systems. We achieve these goals through growing food, listening, educating, honoring land and ancestors, policy initiatives, and direct action.

Role: To plan, implement, and/or coordinate FrontLine programs that pertain to youth development and education, including the Black Teen Ambassador Program, Young Growers Series, Young Herbalism Series, and Farm to Toddler Series. This position is specifically responsible for implementing the Black Teen Ambassador Program - a year-round food justice program that seeks to develop young advocates of food justice while engaging them in a network of support outside of their formal education. This position will work closely with the Education Programs Manager to integrate out Black Teen Ambassador Program into other FrontLine educational programs to create multi-generational learning spaces giving students opportunities to learn and lead from community members younger and older than them. A successful candidate will have an overall drive toward ensuring all students and volunteers on the farm feel supported and an overall dedication to improving community knowledge about farming, food justice, and food autonomy. This successful candidate will advance the mission of FrontLine Farming and will communicate confidently and effectively about programs, services, goals and values and confidently communicate about programs, services, goals and values. This space and opportunity is geared toward someone with lived experience as a Black person.

POSITION RESPONSIBILITIES

The following position responsibilities are essential functions of the position. This list is not exhaustive and there may be emerging events or educational offerings that this position will support. Successful job applicants will be able to perform these essential functions with minimal supervision:



Youth Programming - 60% of job responsibilities

- Organize, facilitate, and lead educational experiences for the Black Teen Ambassador program, Young Grower series, and Young Herbalist series.
- Recruit 5 - 10 Black youth from the community to lead and learn with FLF 24 hours per week in a stipend-based program.
- Maintain accurate program records and documentation, and implement evaluation and data collection as developed by Data Activist and Education Programs Manager.
- Maintain an inventory of materials needed for youth activities, especially as it relates to safety and health on the farm in coordination with Farm Managers and Business Operations Director.
- Serve as a positive role model to participants, displaying high standards of ethical conduct, integrity, and fair play.
- Motivate participants to develop their individual strengths and abilities, and to become more self-sufficient, productive citizens.
- Collaborate with other agencies and organizations to develop and coordinate referrals for services and resources.
- Represent the organization at community events and meetings, as needed.
- Provide off-site presentations about FrontLine Farming, and on-farm education, volunteer activities, and farm tours.

Youth Curriculum Development - 20% of job responsibilities

- Work with the Education Programs Manager, and/or Executive Director when appropriate, to review, revise, and create FLF's curricular offerings. This requires independent and collaborative research to stay up to date on emerging trends in youth education at all age-levels.
- Take and organize notes on successes and difficulties that arise during programming to inform annual review processes that occur over the winter season.

Farm Work 20% of job responsibilities

- One full day of farming each week during the season March - October. Additional farm work during the off time in support of farmers such as canning, cleaning, and prep for farm focus area.
- Identify an area of farming to focus on and coordinate with Farm Director and Farm Managers.
- Lead youth (*with the support of the Farm Manager*) in farm tasks encouraging enthusiasm, curiosity, and an intentional approach to engaging with land as needed in programming curricula. **Training for all farming skills and tasks is abundantly available.**
- Attend other farm events as needed



POSITION QUALIFICATIONS & SKILLS

- *Independent interest in gardening or farming*
- 2+ years experience in youth or education-related field
- High-level organizational skills with ability to meet timelines
- Self-directed. High-level skills around implementation of strategy and task management
- Skilled at crafting powerful messages via impeccable written or spoken communications
- Love of meeting new people, building relationships, being in communication with stakeholders
- Demonstrated strong volunteer relations skills
- Desire to work for organization with shared decision making and collaborative approach
- Ability to work professionally and respectfully with people from diverse backgrounds and skills in a team environment
- A willingness to engage in continuous learning about anti-oppression, social justice issues, and trauma
- Work or lived experience with communities of color, indigenous peoples, LGBTQ and people experiencing homelessness is particularly valued
- Ability to work remotely and on-site at variety of locations across Denver-metro area
- Evenings and weekend availability for events
- Passion for food justice and knowledge of historical disparities in food systems

PHYSICAL DEMANDS

- Ability to physically work within a variety of weather conditions (i.e. working outdoors for long days, in diverse weather conditions (40-95F°)
- Frequent lifting and carrying of 30-50 pounds

Continued employment at FrontLine is dependent on mission alignment and work ethic. We conduct informal reviews after the first month, 3 months and after the first year to determine whether FLF and the new hire are still aligned.

Apply by Feb 1, anticipated start by end of February.

To apply, send resume and cover letter to Info@frontlinefarming.org