

Farm Site Development Coordinator

Food Literacy Center

Sacramento, California

About Us:

At Food Literacy Center, *we inspire kids to eat their vegetables*. Food Literacy Center came to life in July 2011 to fill a critical gap: we engage volunteers and staff to help kids improve their knowledge, attitude, and behavior towards healthy food. Partnering with SCUSD and community partners, we teach food literacy education to K-6th graders in low-income schools, using fun, approachable lessons teaching kids to cook, about nutrition, and how to improve their health. Our kids become food adventurers!

Why our work matters:

- Despite being America's Farm-to-Fork Capital, Sacramento has a 40% childhood obesity rate, and many students and families live in food deserts.
- Obesity disproportionately affects low-income and minority children.
- Obesity is now regarded as more damaging than smoking or drinking.
- Being overweight can negatively impact a child's self-esteem, behavior, and academic performance.
- All of these problems are preventable--if we eat our vegetables. But we have two generations of Americans who do not know how. That's where we come in.

We believe food literacy matters. Learn more about us at www.foodliteracycenter.org.

About this peachy position:

This is a unique position perfect for an individual interested in experiencing the process of converting a vacant urban lot into a functional urban farm. Reporting to the Assistant Manager of Program Operations, the Farm Site Development Coordinator will activate their skills in soil health building, weed management and farm site infrastructure development.

The methods required to rebuild soil health and achieve long-term weed management are slow and strategic. This position will require a self-driven, actionable person able to dedicate anywhere from 15-20 hours per week towards the physical implementation of regenerative practices. Work will vary seasonally with higher and lower workloads based on the phases of the field work plan. This position offers an exciting opportunity to gain firsthand experience in the conversion of a typically challenged urban lot into a thriving healthy urban farm. This position reports directly to the Assistant Manager of Program Operations.

A Little History Behind this Position

The Food Literacy Center is excited to begin the hard work of revitalizing our one-acre field, lovingly referred to as Floyd Farm, into healthy working soils. Over the past several years of construction and infrastructure development, Floyd Farm has experienced severe soil compaction due to the repeated driving of commercial grade vehicles and construction equipment. The soil on this vacant lot represents very typical challenges faced in the development of any urban farm site, compaction and intense weed pressure.

Food Literacy Center is working with an urban farm consultant who has over a decade of experience operating and building urban farm sites in the Sacramento area. Over the next year or so, our consultant will play an essential role in providing the nonprofit's leadership with weekly and monthly priorities, and be available for guidance to the Farm Site Development Coordinator. The consultant will provide a monthly work plan to guide the coordinator through various stages of development. In

addition, the consultant can provide technical assistance as needed to troubleshoot, answer questions or source materials necessary for various jobs.

Community Based Design

The person in this role will need to be adaptable and able to work with the community. The Food Literacy Center leadership is committed to co-creating the vision and purpose of Floyd Farm by engaging in one to two years of community engagement and visioning. There is no better way to ensure long-term buy-in and community loyalty to the project than inviting diverse voices to the table during the design phase to pinpoint what the greatest needs both programmatically and throughout the local community really are. For this reason, the Farm Site Development Coordinator will be focused primarily on building up the general health and viability of the site prior to developing specific farm features. There will be opportunities for the Farm Site Development Coordinator to recruit and lead volunteer days engaging the local community in pre-farming activities related to soil health and preparation. The scope of this role and of the farm will change as community input is gained.

Here's what you'll do as the Farm Site Development Coordinator:

Execute the Monthly Field Work Plan.

- Work to accomplish the goals of the Urban Farm Consultant's monthly field work plan.
- Work with contractors as needed to meet objectives of the work plan.
- Primarily rely on your own hands and physical work to implement activities required by the monthly field work plan.
- Coordinate with other program staff to schedule and organize occasional volunteer days.
- Oversee volunteer work days, including planning work schedules, prep, and logistics.
- Implementation of regenerative practices to improve soil health such as cover cropping, occultation, amending soil with compost, and limiting soil disturbance.
- Development of necessary infrastructure for production such as post-harvest handling areas and various storage facilities.
- Oversee the ordering and securing of materials and supplies needed to implement monthly goals including activities such as:
 - Spreading compost
 - Weeding
 - Pre-irrigating
 - Occultation
 - Planting cover crop
 - Irrigation of existing planted areas
- Track all supplies needed and related expenses.
- Maintain the farm site, provide repairs, regular pruning, overall organization, orderliness, cleanliness, and overall health of existing farm infrastructure.
- Think strategically about farm infrastructure needs and work with the urban farm consultant to establish necessary spaces.
- Target weed invasive species in planted areas such as Johnson grass, Bermuda grass, mallow, morning glory and nutsedge using digging forks, weed fabric, tarps and mulch.
- Spread mulch as needed.
- Connect irrigation set ups as needed for pre-irrigation and moisture monitoring during occultation.
- Coordinate installation of basic infrastructure necessary on any working farm including a wash/pack station, cooler installation, post-harvest handling area, tool and equipment procurement, and various storage facilities.

- Focus on three major components: rebuilding soil health, implementing long-term weed management strategies and lining up essential infrastructure to ease long-term operations of the farm once in production.
- Lay out silage tarps and monitor occultation.
- Procure and plant cover crops.
- Monitor cover crop health and irrigate as needed.
- Operate equipment including BCS flail mower and rototiller during limited bed prep.
- Source and procure seeds and starts as needed.

You'll exhibit these competencies:

Achievement-orientation:

- Demonstrates an ability to meet and exceed goals and expectations. Lives up to the high standard the community expects of our nonprofit, showing attention to detail. Identifies problems and seeks to solve them quickly.

Problem Solving & Decision-Making:

- Demonstrates a strong ability to recognize problems, solve them quickly, and appropriately message changes. Make decisions that consider all stakeholders, and act accordingly.
- Displays comfort with ambiguity but has a strong bias for structure and results. Flexibility, resilience and perseverance when faced with obstacles and competing deadlines with limited resources. Shows sound and thoughtful decision-making ability.

Project Management:

- Demonstrates a strong ability to balance multiple competing priorities daily. Demonstrates an ability to prioritize and take action accordingly.

Innovative Thinking:

- Demonstrates an ability to create processes and systems to streamline monthly field plan work.
- Demonstrates a high level of comfort with ambiguity, and an ability to create order.
- Demonstrates an aptitude for framing problems as opportunities, and always pushing to further streamline.

Positive Attitude:

- Exudes a positive outlook and attitude, especially during stressful or difficult times. Helps maintain the joyfulness of the Food Literacy Center culture.

All about you!

You'll be successful in this position if you:

- Have a deep commitment to the mission of Food Literacy Center
- Have 1-5 years of farming experience
- Are highly motivated, able to self-manage, flexible, able to multitask
- Reflect our team's values and behaviors
- High degree of comfort with change and ambiguity
- Have an understanding or familiarity with regenerative farming practices
- Comfortable working with walk behind tractor BCS farm equipment, flail mowers, tillers, weed whackers, seeders, flame weeders, spreaders and other standard farm tools.

Extra points if you

- Have experience working in a small, entrepreneurial, growing team
- Have experience working with food literacy
- Have experience working with nonprofits
- Have basic cooking skills. (Home cooking is OK!)

- Speak Spanish or Hmong

Other things to know:

We offer a unique, healthy work culture that celebrates teamwork and vegetable eating!

- This is an at-will, non-exempt, part-time hourly position that is benefits-eligible. Compensation is competitive with a range of \$20-\$25 per hour DOE.
- Given that we are a start-up nonprofit in growth mode, a flexible schedule is necessary.
- This position will require approximately 15-20 hours per week, though some weeks may require more hours and some will require less. Hours are flexible and may be worked during weekends and outside of typical business hours to accommodate those with existing full-time or part-time jobs.
- This is a very physical position - You'll need to be able to: stand, walk, kneel, bend, stoop, pull, push, and be able to lift up to 50 lbs pounds regularly throughout any given day.
- We love our veggies, so a vegetable costume may be worn on occasion!
- Because food literacy is at our core, we require all employees to successfully complete Food Literacy Academy certification and become a certified food handler. Food Literacy Center will provide the resources to certify you in these areas.
- Additionally, you must pass a Department of Justice background check and have a negative TB test.
- Proof of COVID vaccination is required.

Ready to apply? Great!

Please submit a resume and thoughtful cover letter to amber@foodliteracycenter.org, subject: Farm Site Coordinator. In your letter, please describe the most important lesson you have learned as a farmer--and tell us why it's made you a stronger farmer. This position will remain open until filled. *No phone calls, please.*

Food Literacy Center is an Equal Opportunity Employer. We encourage applicants of a diverse background to apply. Benefits include sick and vacation time.