



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

JOB DESCRIPTION

Job Title: Farm Guru
Department: Resident Camp
Location: Burgess/Hayward
Position Type: Seasonal
Reports to: Burgess Farm Director

Rev Date: December 11, 2018

POSITION SUMMARY:

The Farm Guru will assist the Farm Director in managing the Camp Burgess educational farm and its programs. Together, the farm team will create, plan, and organize summer camp and school season programs and complete daily crop and animal upkeep. In addition to crop cultivation and animal husbandry responsibilities, the Farm Guru will assist the Burgess Outdoor Education team in delivering place-based science, adventure, and teambuilding programming in the spring and fall. In the summer, the Farm Guru will manage a ¼-acre vegetable production field and its associated programs, under the Farm Director's mentorship; responsibilities include management of weeds, pests, and irrigation; timely harvesting and safe food handling, including careful record-keeping as well as transporting food to a food pantry; and modeling and guiding youth in meaningful feedback and leadership practices. This role also trains and supervises farm counselors and resource staff in the summer, and serves as a farm-based resource for Outdoor Education and other staff members throughout the growing season.

CORE EXPECTATIONS:

1. PROGRAM MANAGEMENT & DEVELOPMENT

Supports daily operation of Burgess Farm, including the greenhouse, teaching garden, satellite raised-bed gardens, production field, and livestock. Seeks opportunities to improve the program and increase its impact, and collaborates with the Farm Director to implement improvements. Contributes to the functioning of other programs at Camp beyond the farm.

2. STAFF ENGAGEMENT & DEVELOPMENT

Trains and supervises the summer Farm Counselors and Farm Resource Staff. Assists in training the Outdoor Education staff with respect to farm chores and farm educational programming. Encourages and fosters staff commitment towards achieving goals.

3. PARTICIPANT ENGAGEMENT & DEVELOPMENT

Builds relationships with and among students and campers, group leaders, organizations and community members. Develops the volunteer program in the production field and recruits community volunteers as needed. Responds to inquiries and solves problems. Creates a safe and supportive community environment, assists in recruiting and engaging new groups, and connects participants to the YMCA's cause.

4. VOLUNTEER DEVELOPMENT

Builds and develops volunteer capacity through leadership and communication trainings on the farm for Counselors In Training (CITs). Engages Adventure Trips Campers in weekly volunteer

projects on Burgess Farm. Cultivates awareness of the farm's role in fulfilling the Y's commitment to social responsibility in the local community.

5. COMMUNITY INVOLVEMENT & SUPPORT

Assists in YMCA fundraising activities/events, and engages in collaborative relationships with community organizations in order to strengthen support and build community.

YMCA COMPETENCIES - TEAM LEADER

Mission and Community Oriented – Reinforces YMCA values within the organization and community and develops strategies to ensure staff and volunteers reflect it. Implement effective systems to develop volunteers at program, fundraising and policy leadership levels.

People Oriented – Builds partnerships and collaborations; communicates for influence to attain buy-in and support for goals. Provide tools and resources for the development of others.

Results Oriented – Assigns clear accountability, ensures execution of plans, secures resources and support for philanthropic endeavors, integrates multiple thinking processes to make decisions and institutes sound accounting procedures and financial controls. Involve member and community in the development of programs and activities.

Personal Development – Anticipates challenges that can delay personal growth, fosters a learning environment embracing diverse abilities and approaches, and creates a sense of urgency and positive tension to support change.

QUALIFICATIONS:

- Minimum Bachelor's degree with from 4-year college or university in education, environmental science, or related field, or equivalent experience.
- 1-2 years of outdoor program facilitation or teaching experience
- Strong interpersonal and communication skills with peers, supervisors, youth and the community
- Proven ability to work effectively both independently and as part of a team
- At least 21 years of age with a valid driver's license and clean driving record
- One full growing season in diversified, sustainable vegetable cultivation preferred
- Experience with livestock (sheep, goats, chickens, ducks, rabbits, honeybees) preferred

PHYSICAL DEMANDS

- Lift and carry grain sacks weighing 50 pounds.
- Handle and restrain livestock weighing up to 70 pounds.
- Bend, kneel, and sit for extended periods in the garden and production field.
- Perform repetitive physical tasks such as mucking, pushing a wheelbarrow, digging, etc.
- Load and unload coolers and produce into a truck for delivery.
- Work outdoors daily in all weather.
- Stand, talk, hear and walk over grounds that are uneven, hilly, not paved and spread out over 300 acres.

PRINT NAME

SIGNATURE

DATE