

Youth Farmer Specialist

Job Description

Reports to: Assistant Farm Manager

Supervises: N/A

Hours and Schedule: 35 hours/week; Monday-Friday, 8 am – 4 pm; some weekend or evening events may be required.

Location: This position is in-person, working at Spring Creek Towers in East New York, Brooklyn.

Summary/Description:

The Opportunity Hub (The Opp Hub) seeks a Youth Farmer Specialist to manage an agricultural training program for District 75 high school students. The Opp Hub serves the greater Starrett City community, from younger generations to senior citizens, providing services geared toward educational development, wellness, and economic mobility. Our mission is to serve as a reflection of our community and to learn and grow alongside it. We empower individuals to tap into their highest potential through collaboration, supportive services, and an unwavering commitment to growth. We are dedicated to a long-term investment in the needs and future aspirations of those we serve. We envision a community where all residents live in secure and quality housing, are healthy and well, and are empowered to pursue opportunity. Learn more about us at:

www.theopphub.org

We seek an exceptional team member with a strong background in horticulture and teaching students with disabilities. The ideal candidate has a passion for farming, nature, garden-based education, and developing a relationship with the land. In addition to managing the training program, we are also seeking a candidate who has experience in urban farming and can support the growth and ongoing vision of our on-site farm. This individual should also be a skilled communicator and partnership builder, able to work with school staff, supervise and train high school student trainees, and excited by the opportunity to shape a program.

Responsibilities:

- Train 20 neurodivergent young adults per year from District 75 in foundational and intermediate urban agriculture skills over two program cycles.
- Introduce the program overview to K753 transition classes and families, work with K753 staff to identify prospective candidates, conduct intake meetings, and complete on-site visits to assess program fit and support needs.
- Create and maintain a consistent weekly farm schedule using visual calendars, reminders and other accessible tools to support participants in completing regular shifts.
- Provide individualized job coaching and workplace supports, including visual task lists, sensory supports, and adaptive tools, to help participants successfully complete farm tasks.
- Coordinate with educators and contractors to provide at least eight (8) specialized urban agriculture skills sessions per year.
- Co-design an annual supplemental training calendar with K753 staff that aligns with participant needs, employer expectations, and IEP and transition goals.



- Develop and implement a program curriculum aligned with the crop plan and design to build the trainees' skills in planning, organizing, sequencing, and completing farm tasks.
- Train students in core farm tasks including seeding, transplanting, watering, weeding, fertilizing, trellising, and pest scouting.
- Implement season-long crop care protocols, including irrigation logs, compost application, and pest monitoring; conduct biweekly crop walks with trainees to assess plant health, identify issues, and adjust care plans as needed.
- Conduct regular check-ins with trainees, families/caregivers when appropriate, and employers to address workplace challenges, and coordinate with school and service agencies to adjust support and transition plans as needed.
- Monitor and document trainee progress, skill development, and areas for continued support throughout the program.
- Track participants' attendance, hours, and completed tasks using a timesheet or database.
- Maintain accurate Farm records, including compost application, watering schedules, work hours, as well as pest and disease activity.
- Support all aspects of farm operations, including but not limited to planting, harvesting, watering, mulching, and infrastructure repair.
- Other responsibilities as assigned.

Qualifications and Experience:

- Bachelor's degree in a relevant field (e.g., environmental science, agriculture, education, soil science, or a related field) or an associate's degree with two additional years of relevant experience
- Minimum of 2 years of farming and/or in farm-based education with knowledge of sustainable and regenerative farming practices.
- Minimum of 2 years of education and teaching experience with knowledge of teaching students with disabilities.
- Physically capable of tasks related to farming and gardening, which require the ability to bend for long periods of time and lift at least 50lbs.
- Knowledge and skills in organic vegetable gardening and the ability to lead workshops on this.
- Strong interpersonal and leadership skills; experience supervising volunteers, interns, and youth workers.
- Skilled multi-tasker, able to organize, manage, and evaluate multiple activities and services.
- Work effectively and collaboratively with staff, volunteers, and community members.
- Communicate clearly and compassionately, considering diverse opinions, values, backgrounds and cultures.
- Bilingual English and Russian, Spanish, Mandarin or Haitian-Creole speakers encouraged to apply.



Salary and Benefits:

The salary range for this position is \$53,000 - \$55,000 and is commensurate with experience.

The Opportunity Hub offers comprehensive benefits including medical, dental, vision, life, and disability insurance; a 401(K)-retirement plan with employer match; Employee Wellness Program; commuter benefits; and voluntary supplemental insurance.

As an equal opportunity employer, Spring Creek Recreational Fund/The Opportunity Hub is committed to providing employment opportunities to all qualified individuals and does not discriminate against any employee or applicant on the basis of race, color, national origin, religion, sex, sexual orientation, gender, gender identity and expression, disability, age, marital status, military status, veteran status, pregnancy, parental status, genetic information, or any other characteristic or basis prohibited by applicable law. Employment data show that women, BIPOC, trans, and non-binary people are less likely to apply for jobs unless they meet all the criteria. If you meet some, but not all, the criteria and feel you may be a good fit for the role, we encourage you to apply and welcome the opportunity for new perspectives and insights on our work.

Apply:

Interested and qualified individuals should forward their resume with a cover letter to info@theopphub.org with the subject "Youth Farmer Specialist."

