



Position Title: Spring Green Team Leader	Date: February 5, 2025
Reports To: Director of Youth Programs	Status: Part-Time, Non-Exempt, Temporary

Who We Are

Groundwork Somerville is a community-based, action-oriented non-profit. Our mission is to cultivate the next generation of environmental activists to grow a greener and more equitable Somerville. Groundwork Somerville, a 501(c)3 nonprofit organization, has been “changing places and changing lives” in Somerville, Massachusetts since 2000. Through youth empowerment, urban farming, equitable food access, and community engagement, Groundwork sows the seeds of a healthy community. Our work is grounded in the understanding that environmental conditions are inextricably linked to economic, social, and racial injustice. We recognize that it is impossible to sustain a healthy community without holistically addressing these issues. As a result, we make an explicit effort to employ and empower youth of color and youth from economically disadvantaged backgrounds. Our educational programming specifically highlights the nuances of racism, sexism, and environmental injustice, and arms youth with tools to address these inequities. In addition, Groundwork strives to provide equitable access to food and land for all Somerville residents. We grow crops that have cultural significance to Somerville’s diverse community and provide equitable access to fresh produce through the Somerville Mobile Market. We strive to hold space where all Somervillians can gather as a community and celebrate the land and each other.

Essential Functions:

- Prepare Green Team curriculum and schedule in collaboration with the Director of Youth Programs. This includes 10 weeks of programming with the Spring Green Team as well as a 1 week Green Team Spring Break
- Develop, teach, and facilitate workshops on food/environmental/climate justice, urban farming, bike safety, food systems, advocacy, community/civic engagement, and job skills for high school aged youth in collaboration with Youth Programs and Climate Resilience staff
- Support the Director of Youth Programs in coordination and communications for the Spring Green Team
- Manage a team of 6-8 youth to complete work projects (both physical garden and farming projects and environmental justice projects)
- Create an environment that fosters community, safety, and learning for all youth
- Lead and ensure the safety of Green Team members during group bike rides between project locations across Somerville
- Follow bike safety rules at all times
- Facilitate social dynamics, amongst youth, between youth and staff, and between youth and the wider community
- Provide mentorship and support to Green Team members
- Give and receive feedback from Green Team members

Requirements:

- Age: 18+



Working Conditions/Physical Demands:

- Willingness and ability to ride around Somerville on a bike (We will provide a bike and helmet if a Green Team Leader does not have their own.)
- Willingness to garden and farm in light rain and cold or warm weather
- Ability to carry at least 20 lbs at a time

Requisite Skills and Experience:

- A desire to work with youth in a leadership role
- Ability to take initiative, plan, and prepare for a week's worth of programming at a time
- Organizational skills and ability to keep track of logistics, materials, and information
- Excited to work as a member of a small team with many moving parts
- Strong communication and interpersonal skills
- Commitment to Groundwork Somerville's mission, youth empowerment, and anti-oppression work
- Strong understanding of historical and current injustices against immigrants, indigenous people, queer people, those with disabilities, and communities of color
- Previous farming and/or gardening experiences and skills are strongly preferred; or someone with a willingness to learn
- Proficiency in (any) other languages is welcome!

Location & Schedule:

Locations	- Groundwork Somerville Office, 337 Somerville Ave, Suite #2B, Somerville, MA 02143 - South Street Farm, 198 South St, Somerville, MA 02143 - Gardens across Somerville
Schedule	10 hours a week, generally 3 days/week 3-5pm with the following exceptions: 6 hrs week of March 17th-21st 24 hrs April 22nd-25th
Start Date	Week of March 17, 2025
End Date	Week of May 26th, 2025

Pay: \$20/hour

At Groundwork Somerville, respecting and celebrating diversity is a core value. We are committed to providing a diverse, equitable and inclusive environment for all, within which each person can succeed professionally regardless of race, ethnicity, culture, nationality, gender, religious beliefs, sexual orientation, gender identity, gender expression, age, marital status, or disability. Groundwork Somerville works to foster understanding, communication and respect among all people in the company in order to create an inclusive workspace.