



Vermont Youth Conservation Corps
1949 East Main Street
Richmond, Vermont 05477
802.434.3969
info@vycc.org
www.vycc.org

Job Title: Food and Farm Director

Department: Food & Farm

Reports To: Chief Program Officer

Position Status: Exempt

Job Summary

Personal growth, service learning, innovative food systems, and strong partnerships are at the heart of this opportunity. The Food and Farm Director (FFD) is responsible for leading multiple constituencies – Corps Members, Crew Leaders, AmeriCorps Members, school groups, and volunteers – in personally empowering, professionally meaningful, and educationally rich experiences while working and learning on the Farm at VYCC.

A successful FFD will lead the Farm at VYCC's efforts to: deepen Farm Corps Members experience through learning; design and implement programs that meet the needs of young people in Vermont; and increase the Farm at VYCC's resources through expanded partnerships and funding.

The FFD is highly focused on partner stewardship and partner development to support and strengthen the Health Care Share. The Health Care Share, founded by VYCC, employs youth and young adults to work and learn while growing fresh, local food. This food, packaged in weekly shares, is distributed to medical centers who, in turn, distribute shares to patients who benefit from greater access to vegetable and poultry shares. Health Care Shares is at once a youth employment vehicle, a public health initiative, and an entrepreneurial engine.

This position requires a passion for working with young people, education and community building, strong practical knowledge of agricultural skills and farm management, a deep commitment to community food security, and a unique talent for collaboration.

Essential Functions

Program Leadership

- Design and implement powerful educational experiences that fulfill the VYCC mission
- Be a collaborative leader and partner with VYCC staff to capture the spirit and harness the resources VYCC has established in more than three decades of work-based learning opportunities for youth and young adults
- Lead the continued growth of the Food & Farm Program, including the establishment of new, off-site partner farms that host VYCC crews
- In concert with the Chief Program Officer and the Conservation Program Director, lead Crew Leader training to ensure seasonal Leaders can effectively support Corps Members learning and the completion of high-quality projects
- Collaborate closely with the Chief Program Officer to implement best risk management practices on behalf of the Food & Farm Program

Mission-Driven Partnerships and Revenue Generation

- Be an inspiring representative of the VYCC to the general public
- Identify, secure, manage, and report on a suite of diverse revenue streams, all of which are key components of a sustainable funding model for the Food & Farm Program
- Steward relationships with current partners, local farmers, businesses, and organizations; identify new partners for the continued growth of the Food & Farm Program
- Manage communications with the partnering organizations for the Farm at VYCC, including medical centers and hospitals, the Vermont Foodbank, local food shelves, area schools, NOFA-VT, and others.
- Bring an entrepreneurial spirit to VYCC's farm stand and other sales channels

Program Administration

- Support farm staff in their professional growth and development to ensure a high-functioning team; supervise Food & Farm Program's Management Team (currently, three full-time staff)
- Oversee the hiring and success of AmeriCorps farm members, VYCC crews, and volunteers who contribute to the success of the Food & Farm Program
- Lead the annual Food & Farm Program budgeting process; achieve program financial goals through revenue and expense management
- Align program design, implementation, and outcomes with restricted funding sources, with a particular focus on AmeriCorps compliance
- Collaborate closely and creatively with VYCC's engagement department to generate Food & Farm Program marketing materials

Farm Production Support

- Oversee and support all aspects of vegetable and livestock production, including planning, planting, managing, harvesting, storing, and distributing crops
- Support distribution of food shares for VYCC's Health Care Shares initiative
- Design and implement a multi-year plan for capital investments to support continued Food and Farm Program growth

Other Responsibilities

- Assist with other VYCC programs as needed and appropriate
- Attend board meetings and other program events as needed and appropriate

- Support on site events on a regular basis

Required Knowledge, Skills, & Abilities

- Proven commitment to working with young people to help them learn, grow, and succeed.
- Extensive educational and partnership development experience, coupled with strong farming know-how
- Passion for VYCC's mission and purpose and an ability to communicate this energy to others.
- Ability to successfully navigate in a fast-paced, outcomes-driven and entrepreneurial environment.
- Demonstrated commitment to the values of diversity, inclusiveness and empowerment.
- Demonstrated experience managing a high-performing team in a multi-site structure.
- Several years' leadership experience in education or business, overseeing multiple programs, ideally at an organization serving low-income youth or communities.
- Strong working knowledge of program planning, organizational structure, budgeting, administrative operations, and fundraising.
- Expertise in one or more of the following service areas: Youth Corps Programming, education, youth development, and/or workforce development.
- Excellent communication skills, both written and oral, with the ability to represent the organization externally across a wide range of stakeholders and constituencies.
- Strong relationship builder with the ability find common ground, build consensus, and strengthen collaboration among diverse stakeholders.

Compensation Package

- Salary begins at \$50,000 with optional housing on campus.
- VYCC offers generous paid time off, health coverage, and professional development opportunities for all staff.

About VYCC

Our mission is to teach young people personal responsibility through meaningful work that connects us to the land, community, and one another. Youth and young adults (ages 15-24) join VYCC for practical and hands-on work, personal growth, and deep connection to the natural world by working on farm and conservation crews across the state. Learn more at VYCC.org.

Our Commitment to Diversity

The VYCC is committed to creating a diverse environment and is proud to be an equal opportunity employer. Applications from diverse racial, ethnic, and cultural backgrounds, women and gender fluid individuals, LGBTQ folks, veterans, and individuals with disabilities are encouraged. All eligible applicants or job-holders have an equal opportunity in all areas of VYCC employment.

Our Workplace

This position is based out of the Vermont Youth Conservation Corps Headquarters Office at the historic West Monitor Barn, in Richmond, VT. Our office is a collegial, bustling, and fun open office atmosphere, which offers staff opportunities to interact and collaborate. Successful staff are able maintain focus and productivity, balance personal initiative and independence, and plug into our team in ways that help us do our best work as

an organization. Staff enjoy the perks of the Farm at VYCC and forest campus year-round, as well as the happenings of nearby downtown Richmond.

To Apply

Please send a resume and cover letter, to Daniel Schmidt at Daniel.schmidt@vycc.org. Applications will be reviewed on a rolling basis. No calls, please. VYCC offers a competitive salary and benefits, commensurate with experience and skills. Housing may be provided.