

Take action  
Build community  
Work & learn  
With the land



VERMONT  
YOUTH  
CONSERVATION  
CORPS

## Food & Farm: AmeriCorps Production Leader

**Location:** Richmond, Vermont

**Dates:** March 16, 2026 – October 23, 2026

**Weekly compensation (housing included):** \$565

**Weekly compensation (housing not included):** \$685

**Education Award:** \$5,176.50

**Age requirement:** 20+

### Who We Are

VYCC is a mission-driven organization where we strive to take action and build community by working and learning together with the land. VYCC's Food & Farm Program is a youth and workforce development initiative that provides hands-on agriculture training while advancing food security and food-as-medicine programming to improve the health and resilience of Vermont communities. We believe in the power that food has to connect us with the land, our community, and each other.

On the farm, young people take part in the daily work of organic vegetable production, gaining hands-on experience in every aspect of growing food. The produce they cultivate is distributed to more than 400 families through the Health Care Share – a public health initiative that connects Vermont families to locally grown food through their medical providers. Patients experiencing diet-related illnesses or barriers to accessing fresh produce receive a free weekly share of vegetables, supporting both individual and community health. In addition to vegetables, the farm raises laying hens for eggs, chickens for meat, and grows flowers and herbs, which are sold through our on-site farm stand.

Beyond their time in the fields, Corps Members also spend time in the kitchen learning essential cooking skills. Using the ingredients they've helped grow, they experiment with recipes and prepare daily lunches served to all farm crews – creating a meaningful connection between the work they do on the farm and the food that nourishes them each day.

These projects are made possible through VYCC's partnership with AmeriCorps and The

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Corps Network.

### **Who We're Looking For**

A successful Production Leader is a motivated, hands-on individual who thrives in a fast-paced farm environment and demonstrates a positive, solution-oriented attitude when facing challenges. They are committed to VYCC's mission and passionate about food access, sustainable agriculture, and public service.

We seek individuals who bring experience or interest in agriculture, livestock management, or farm operations, and who are eager to develop skills in teaching, mentoring, and group facilitation. Production Leaders should be reliable, adaptable, and collaborative, able to work closely with peers, youth crew members, and program staff to support successful farm production throughout the March–October season.

### **What You Can Expect**

Production Leaders support nearly all aspects of farm production. There is a focus on assisting in prepping beds and setting up irrigation lines, maintaining and using farm equipment and livestock management. The VYCC farming season starts in March. Farm Leaders operate as a cohort that collaborates closely throughout the spring, building hands-on skills and knowledge of VYCC farm systems. Prior to the start of summer season, Farm Leaders develop their leadership skills by guiding volunteer groups through hands-on farm tasks.

In the summer, the Production Leader will also support Food & Farm crews in harvesting, washing and packing harvests for the Health Care Share. Come fall, Farm Leaders return to their original cohort leading volunteer groups, harvesting for the Health Care Share, and preparing the farm for winter. Along with their general responsibilities on the farm, the three production leaders will have additional responsibilities within one of the following areas of focus:

*Soil Health and Compost:* This leader will help manage and maintain our compost system. They will take the lead on cover cropping and other soil health related projects on the farm.

*Tractor Use and Maintenance:* This leader will learn how to use the different implements that help shape our farm fields. While also learning how to maintain the machinery.

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*Propagation and Farm Stand Management:* This leader will work closely with farm production staff to help grow seedlings in our nursery. They will also ensure that the farm stand is well stocked and utilized throughout the season.

Farm Leaders will serve an average of 40– 45 hours/week, Monday-Friday. Every day includes a half-hour lunch break that is not counted toward AmeriCorps service. Spring and fall hours will typically be between 8:00AM–4:30PM. In summer, Production Leaders' schedule is 6:30AM–3:30PM Monday through Thursday and 8AM–3PM on Fridays. There are occasional evening and weekend hours allocated for chores, driving the Community Shuttle or campus events.

Farm Leaders spend most of their time outdoors, working with their crew while also interacting with community members, and VYCC staff. The Farm Production Leader reports to the Farm Production Manager. They serve daily at VYCC's farm, located in Richmond, Vermont.

By engaging them in every step of the food-to-table process, Production Leaders leave our program with new career aspirations to work in community health, food security, and agriculture. They gain a wide range of career skills that prepare them for future success in agriculture, food systems, and beyond. They develop hands-on expertise in sustainable farming practices – from soil health and crop production to harvest management and post-harvest processing – while also strengthening their abilities in teamwork, leadership, and problem-solving. Leaders learn to manage time effectively, adapt to changing conditions, and communicate clearly in a fast-paced, collaborative environment. By working to deliver Health Care Shares, they also gain valuable insight into community food systems and the social impact of their work. Together, these skills equip VYCC members with the knowledge, confidence, and professional experience to pursue meaningful careers in agriculture, environmental stewardship, and community development.

## **What We'll Expect from You**

### *Farm Responsibilities*

- Participate in all aspects of farm work including:
  - Seeding, transplanting, weeding, harvesting
  - Washing and packing produce for distribution

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- Caring for and managing livestock
- Maintaining and using farm equipment, including tractors and implements
- Setting up and maintaining farm irrigation systems
- Helping maintain and manage farm compost
- With Farm Staff support, ensure timely field preparation, vegetable planting, and harvest for Health Care Shares
- Support all aspects of livestock production operations including chicken processing
- Coordinate and organize logistics with Farm Team members for successful daily and weekly farm operations
- Maintain detailed production and farm maintenance records
- Support, teach, and oversee program participants and groups of volunteers in growing, harvesting, preparing, and distributing farm products for the Health Care Share, farm stand, and wholesale

#### *Farm Stand Duties*

- Design clear and robust signage that informs the community about the Health Care Share and the products that support that work
- Ensure the farm stand is well stocked with high-quality products from the farm
- Keep detailed records on farm stand revenue
- Create engaging products for the farm stand such as meal kits, flower bouquets, etc.
- In collaboration with Post-Harvest Lead, maintain inventory and storage of produce for sales

#### *Crew Support*

- Support crew culture that prioritizes physical and emotional safety
- Foster teamwork among Crew Members, lead by example, and support Crew Members as they navigate challenges and successes

#### *Communication, Reporting, & Training*

- Communicate effectively with members of the Farm Team, including using Microsoft Teams and Outlook
- Complete forms related to their service including timesheets due biweekly on Fridays
- Engage with VYCC staff in setting goals and charting personal and professional progress through mid-term and end-term performance evaluations with supervisor

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- Participate in a variety of trainings, including VYCC and AmeriCorps Orientations and additional enrichment activities. These training hours will not exceed 20% of the total number of member hours

**Required Qualifications**

- Be at least 20 years of age
- Be a U.S. citizen, a national, or legal permanent resident non-citizen of the U.S.
- Have not been convicted of murder or sexual assault and be willing to undergo a National Service Criminal History Check and a VT Agency of Human Services check. Crew Leaders will have access to vulnerable populations
- Be a high school graduate or have a GED certificate, or be willing to work towards GED as part of their service-year successful completion requirement
- Commitment to VYCC’s mission, including the Health Care Share project
- Commitment to the mission of AmeriCorps
- Valid driver’s license with good driving record for at least three years (preferred)

**Compensation & Benefits**

- AmeriCorps Living Allowance paid bi-weekly:
  - o Residential members living in on-site housing: \$565/week
  - o Non-residential members living off-site: \$685/week
- Segal Education Award upon completion of service: \$5,176.50
- Access to fresh produce from the farm and daily lunch during the summer
- Organizational dedication to professional development
- Career pathways support during and after the VYCC experience provided by the Community Engagement Manager
- Potential eligibility for student loan forbearance and interest payment
- Potential to earn up to [12 free college credits](#)
- Receive Basic First Aid and CPR certification through American Safety and Health Institute

**Terms of Service and Dates of Service:**

1200 Hour (three-quarter-time) term from March 16, 2026 - October 23, 2026

Name:	Date:
Signature:	

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**Have questions about the position? Feel free to reach out to...**

Katie Colatch, Food & Farm Program Manager

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Phone: 802.434.3969 ext: 128

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