



## Urban Roots Seeking a Farm Assistant

**Position:** Seasonal Farm Assistant

**Reports to:** Farm Operations Manager

**Location:** Austin, TX

**Work Term:** March 1, 2022 to July 31, 2022

**\$15/hour, 35-40 hrs per week**

### **Who we are:**

Urban Roots uses food and farming to transform the lives of young people and inspire, engage, and nourish the community. The only farm-based youth development and community impact organization in Austin, we have served over 500 youth through paid internships that support their growth as leaders. This past growing season our staff, youth interns, and volunteers harvested over 35,000 pounds of sustainably grown produce across our two farms in east and south Austin. We donated 75 percent of that to increase food access to underserved communities through our programs and food access partners.

To learn more about Urban Roots, we encourage you to visit our website and check out this video from [CBS News/ Go Daddy](#), and this [article in Culture Map Austin](#).

### **Who We Seek:**

Urban Roots seeks a Farm Assistant for our spring & summer seasons! The Farm Assistant (FA) works directly with the Farm Operations Manager and Lead Farmer to help grow fresh produce for Austinites experiencing barriers to accessing good food. The Farm Assistant is excited about food equity and sustainability, has a great sense of humor, and has a sincere interest in using their own hands to grow food for the community.

The FA needs to be able to work in the Texas climate (in the heat, humidity, rain, & cold), and feel confident working in a group and also independently with instruction and distanced support (phone, text, etc.). The FA must have a driver's license and be comfortable operating a 12-15 passenger van. Due to our existing insurance policy, the individual must be 21 years of age or older in order to operate any motor vehicles. Most importantly, the FA must be eager and ready to learn new things and adapt to Urban Roots' method of growing. The right candidate is looking to grow alongside amazing young people in a fast paced outdoor environment, and exemplifies Urban Roots' values.

Urban Roots is an Equal Opportunity Employer that offers positions with varying skill levels and responsibilities that amplify our mission. We are committed to employing a diverse team that reflects the diverse identities of the young people and community members we work with. We strongly encourage Black, Indigenous, and People of Color to apply, as well as LGBTQiA+ people; people with differing abilities and genetic differences; veterans; and people who speak, read or write a language in addition to English.

### **The Opportunity:**

The Farm Assistant will support the organization with various farm tasks, which we will train on. The tasks may include:

- low pressure drip irrigation connection/disconnection, storage, and maintenance;
- hand fertilizing/ backpack spraying;

- basic harvest and post-processing of vegetables;
- basic well operations (including filters and fertilizer injector);
- basic farm organization and inventory
- vegetable delivery [able to drive a box truck a plus];
- assist farm work blocks with youth & community members, which may include training them on farm tasks and leading celebrations in the field

### Requirements

The position requires that the Farm Assistant:

- Is able to lift up to 50 lbs
- Attend all-staff meetings
- Follow CDC and APH Covid safety guidelines and be fully COVID vaccinated and boosted. Exemptions may be requested
- Bilingual English and Spanish skills are a strong plus

### Compensation, Benefits, Schedule and Workplace Location

**Work Term:** March 1, 2021 - July 31, 2021

**Schedule:** Tuesday through Saturday, some Sunday hours. Mondays off. Work mornings start at 7:30am or earlier.

**Location:** This position will work primarily at Urban Roots' two farms: 1) East Austin @ 7651 Delwau Lane, and 2) South Austin: 4711 Winnebago Ln. Urban Roots has offices within AISD at 4900 Gonzales St in East Austin that are open for use by all staff. We currently have a hybrid office / work-from-home schedule, requiring up to several days per month at the office depending on Austin Public Health's COVID guidelines. The FA will coordinate with the Farm Team regarding where they will be needed each week.

#### Benefits:

- Significant employer contribution toward health insurance benefits coverage (health, dental, & vision)
- Employer paid short-term and long-term disability insurance
- Time off:
  - Accrual of PTO at a rate of 1 hour of PTO every 35 hrs worked
  - Paid Holidays:
    - Urban Roots has paid days off for Memorial Day and Independence Day during the FA's employment period.
    - If your birthday occurs during your time with Urban Roots, your birthday is also a paid day off!

**Pay rate:** \$15/hr, 35-40 hrs/week

**Extras:** Farm fresh vegetables!

#### Application process:

- Resumes and inquiries should be emailed to [jobs@urbanrootsatx.org](mailto:jobs@urbanrootsatx.org)
- Use email subject line "Farm Assistant Application"
- REQUIRED: A PDF of your resume and cover letter that briefly answers: What excites you most about this role at Urban Roots?

Application period closes Monday, January 28, 2022. Applications will be reviewed on a rolling basis. This position is available immediately and will remain open until filled. Because of our work with youth, final round candidates will be given a background and driving records check before an employment offer is finalized. Phone call inquiries will not be accepted.