



Urban Roots Summer Crew Leader

Accepting Applications: April 1, 2025 - April 18, 2025

Position: Summer Crew Leader (*Hourly, Seasonal*)

Reports to: Farm Programs Manager

Location: Urban Roots Farm, 7651 Delwau Ln. Austin, TX 78725

Schedule: May 17 - July 11, See below for details

Compensation: \$22 per hour

Job Summary:

Urban Roots is seeking a fun and energetic Summer Crew Leader (SCL) with relationship-building skills and a love of supporting teenagers. The right candidate is looking to grow alongside amazing young people in a high-energy outdoor environment. As a key team member during the summer season, the SCL will work closely with the Farmer and Youth Program Team to facilitate Summer Farm Program activities.

Who we are:

Urban Roots uses urban farms as living classrooms where young people discover their leadership potential while growing fresh food that nourishes their Austin neighbors. To learn more about Urban Roots, we encourage you to [visit our website](#) and [check out this video to hear directly from Urban Roots youth leaders](#).

We are looking for you if:

- You love building meaningful relationships with young people and supporting their experience by creating a safe and caring environment and establishing clear, respectful, and responsible boundaries
- You are energized by working in a high-energy, outdoor environment and have a sincere interest in using your own hands to grow food alongside youth
- You have a lighthearted and engaging communication style that speaks to youth
- You view yourself as someone still learning and growing

Essential Job Duties:

- Guide youth interns through program activities such as farm tasks, cooking, games, etc. This includes motivating and working alongside youth during all activities, supporting youth during volunteer days and community events, accompanying youth to off-site trips with our partner organizations, and supervising youth throughout the work day.
- Build strong relationships with youth program participants by getting to know them and their interests, participating in regular feedback sessions, through workshop engagement, and informal conversations during programming.
- Model Urban Roots' values and community standards for all farm guests with a spirit of mutual respect and joy.
- Communicate with youth program participants through email, phone, and text to support their continued success at Urban Roots.
- Communicate regularly with the Farm Programs Manager to ensure you and the youth have what you need each day.

Qualifications and Personal Characteristics:

- Are 20 years old or older
- Able to work Monday through Friday, 7:30 a.m. to 3:30 p.m.

- Able to lift up to 40 lbs. and work outside in all kinds of Central Texas weather conditions
- Able to communicate and exchange accurate information in a variety of formats, including in-person, electronically and over the phone
- Able to operate a computer efficiently and accurately
- Have a sincere interest in and openness to learning basic farming skills (prior farming knowledge or skills are NOT required)
- Bilingual English and Spanish skills are a strong plus
- Professional experience working with teens from diverse backgrounds in youth development, education, or other group-based youth services is a strong plus

Benefits, Schedule, and workplace location:

- **Schedule:**
 - Training is mandatory and will take place over two weeks:
 - *Saturday May 17, 2025 (8 a.m. - 1 p.m.)*
 - *May 20-May 23, 2025 (8 a.m. - 1 p.m.)*
 - *May 26-May 30, 2025 (8 a.m. - 1 p.m.)*
 - Summer Farm Program Schedule (6 weeks):
June 2 - July 11, 2024 (Monday through Friday, 7:30 a.m. - 2:30 p.m)
- **Location:**
 - This role requires the SCL to primarily work on site at our East Austin farm (7651 Delwau Lane) with occasional work on our South Austin farm (4711 Winnebago Lane). There may be opportunities to work from home or the office as needed (4900 Gonzales Street).
- **Benefits:**
 - Farm-fresh vegetables
 - Paid Holiday on July 4th (can be used on a different day that week)
 - 8 hours of paid time off (PTO) available

Diversity & Inclusion Statement

Don't meet every qualification listed? We actively encourage applications from individuals of all backgrounds, especially those historically underrepresented in nonprofit staff roles. Studies show that women, LGBTQ+ individuals, and people of color often hesitate to apply if they don't meet every requirement. At Urban Roots, we're committed to building a diverse, equitable, and inclusive team where everyone feels they belong. We believe that diversity strengthens our organization and enriches our community, and we welcome candidates who bring unique perspectives and experiences to help us advance our mission. If this role excites you, but your experience doesn't align perfectly with every qualification, we'd still love to hear from you. You may be the perfect fit for this role or another opportunity within our organization.

Application process:

- Candidates should email their applications to jobs@urbanrootsatx.org. Only complete applications (with a cover letter and resume) will be considered.
- Use the email subject line **"Summer Crew Leader Application"**
- Required: In PDF format, a resume and brief cover letter that briefly answers the following:
 - *What part of this job description resonates most strongly with you, and why?*

The application period closes **Friday, April 18, 2025**. We will review applications on a rolling basis. This position will remain open until filled. Because of our work with youth, we will conduct background checks on final-round candidates before we finalize an employment offer. Please honor our administrative and safety protocols – no phone calls or walk-ins.