



## JOB POSTING

**Position/Title:** Director/Co-Directors

**Position Type:** One full-time (average 40 hours a week) or two part time positions.

**Reports To:** Board of Directors

The Growing Project (TGP) promotes an environmentally and socially just local food system through direct agricultural experiences, education, economic opportunities, and advocacy.

By engaging community members from all different walks of life with the common act of growing food, TGP aims to redistribute resources (education, money, materials, time, power, and people) in a way that prioritizes human dignity and the environment over profit. This redistribution creates a more resilient and supportive network of community members that are focused on generating abundance through caring for each other and the earth.

The following values guide our work:

*Food justice*

Encompassing term that seeks to advance equity and intersectionality (environmental, racial, economic, gender and social) in relationship to food for all

*Regenerative systems*

Empowering communities to restore and reproduce thriving economic and ecological relations

*Recommoning*

Redistribution and reclaiming collective access to resources for community nourishment

*Community empowerment*

Organizing and fostering inclusive and leaderful communities

*Restorative relationships*

Accountability, transparency, and commitment to communal repairing and eliminating harm through a communitarian process

**Position Overview:** The Growing Project is seeking a motivated and passionate individual with a deep desire to lead implementation of strategic organizational restructuring and shape the local

food justice movement. This is a unique opportunity to take on a visible community leadership position with an organization with over 10 years of local grassroots networks. The Director/Co-Directors will work alongside board of directors, staff, apprentices, volunteers, and community to collaboratively and creatively further the organization's mission in Fort Collins, Colorado through grassroots organizing and education, administrative support, and strategic planning.

## **Duties and Responsibilities**

### *Administration and Strategic Planning*

- Coordinate fundraising and outreach events including, but not limited to, Seed Swap and Giveaway, Spring Fling Fundraiser, and Cupcake Cook-off
- Contribute to grant writing, donor campaigns/management, social enterprise, and resource development
- Oversee and mentor seasonal apprentices and interns
- Develop and implement marketing strategies as needed including, but not limited to, social media, e-newsletter, tabling events, and website maintenance
- Work with board of directors to ensure that grant requirements are met
- Provide regular updates to the board of directors on organizational activities

### *Organizing and Education*

- Support developing and implementing food justice programming at the FoCo Commons community garden alongside board of directors for the 2020 growing season and beyond
- Co-manage FoCo Commons community garden and relationship with FoCo Cafe, including garden maintenance and weekly volunteer hours
- Coordinate monthly community meal at the FoCo Commons
- Facilitate semi-regular community meetings at the FoCo Commons
- Develop a plan of action for future farming and land acquisition with board of directors
- Evaluate programs with board of directors

## **Skills and Qualities**

### *Required*

- Work, volunteer, or life experience with social, environmental, racial, or food justice issues and/or movements
- Strong interpersonal skills and proven ability to engage with a diversity of groups
- Adaptive capacity to complete and modify key tasks
- Organized, efficient, and able to balance competing priorities
- Demonstrated ability to work as part of a team with a high level of independence, autonomy, and trust
- Strong written and verbal communication skills
- Experience with email, social media, and basic computer and word processing skills (i.e. document creation, spreadsheet management, presentation development)
- Grant identification, writing, and/or administration skills *or* articulate desire and ability to learn
- Capacity to cultivate a self-care culture within the workplace and support coworkers in this practice
- Knowledge or desire to learn about regenerative farming and gardening, indigenous/ancestral foodways and bioregional foods

*Preferred*

- Spanish language proficiency
- Experience with fundraising and social enterprise
- Experience educating others, broadly understood
- CREATIVE. However you interpret this (e.g. art, music, education, cooking, coordinating events, gardening, protesting, community organizing, writing, thinking outside of the box).

**Workplace:** The FoCo Commons located next to the FoCo Cafe (225 Maple Street, Fort Collins) will be the primary workplace of The Growing Project in 2020. Administrative work can be done at home or in public places such as libraries, coffee shops, etc. Director/Co-Directors will have small budget for public meeting spaces.

**Schedule:** Schedule will be flexible based on organizational needs. Occasional evenings and weekends required, including occasional weekend watering, monthly evening board meetings and monthly evening community meals. Childcare will be provided at evening meetings for employees and board members.

**Compensation:** \$18-20 an hour. Mileage reimbursement and monthly stipend for cell phone. Partial health insurance stipend of \$100 every month.

**Time Off, Health Days, and Holidays:** Full time position - 15 days of paid time off per year accrued based on hours worked. This can be used for personal time, sick days, mental health days, etc. Timing of personal leave will be in consultation with the Board of Directors. Part time position - 7 days of paid time off per year accrued based on hours worked. Additional unpaid time off negotiable based on organizational needs.

**How to Apply:** Please submit a cover letter and resume to [info@thegrowingproject.org](mailto:info@thegrowingproject.org) before **5:00 PM on February 14.**

**Website:** <http://www.thegrowingproject.org/>

*The Growing Project is proud to be an Equal Employment Opportunity. We do not discriminate on the basis of race, religion, disability, gender, nationality, ethnicity, sexual orientation, or any other prohibited category. We strongly encourage women, people of color, LGBTQ, and all qualified persons to apply for this position.*