

Sprout City Farms Seasonal Apprenticeship Job Description

Sprout City Farms (SCF) is looking for individuals able to play an integral role in helping realize our mission and vision: to establish a network of accessible, educational farms that nourish, and are nourished by, their surrounding community.

About Sprout City Farms: SCF is an urban agriculture nonprofit founded in 2010 to create healthier, more resilient local food communities. Since then, SCF has successfully transformed 3.5 acres of underutilized urban land into fertile ground that produces 14+ tons of fresh produce annually and nourishes thousands of people across metro-Denver.

So far, we have built:

- the Denver Green School (DGS) Community Farm, a 1-acre organic vegetable farm on the grounds of the Denver Green School, built in partnership with Denver Public Schools in 2011,
- the Mountair Park (MAP) Community Farm, a 1.5-acre organic vegetable farm on the grounds of Mountair Park, built in partnership with the City of Lakewood in 2014,
- the Dahlia Campus Farm, a 1-acre organic vegetable farm at the Dahlia Campus for Health and Well-Being, built and managed in partnership with the Mental Health Center of Denver from 2015-18; this site is now managed by MHCD.
- the farm at Jack's Solar Garden, a 5-acre agrivoltaics site in Longmont growing crops under solar panels, built in partnership with Jack's Solar Garden and the University of Arizona in 2021.

About Mountair Park Community Farm: MAP is located at the corner of 13th & Depew St. in NE Lakewood. The farm produced more than 7 tons of food in its 8th year (2021) and continues to grow in size. Food is distributed through a 70-share CSA program, weekly donation-based Farm Stands, and donations to local food relief partners.

About Denver Green School Community Farm: DGS is located in the SE corner of the schoolyard at 6700 E. Virginia Ave. in SE Denver. The farm, now in its 12th year, produces an average of 5-6 tons of food each season, which is distributed through a Farm to Cafeteria program, on-site youth-run farm stand, 80-share CSA program, and donations to the school and local food pantries.

Educational and community programs at both sites include externships, volunteer days, farm to classroom, field trips, tours, workshops, cooking demonstrations, and various social events throughout the year.

SCF Seasonal Apprenticeship Description: In 2022, we are seeking two apprentices to help implement operations at MAP and DGS (1 per site) under the direction of each site's Farm Manager. This is a great opportunity for individuals with some relevant experience interested in being more involved in sustainable farming and local food production. The role of the

apprentice will be that of a farmhand, with training provided; the focus of the apprenticeship will be on the field work that helps meet our production needs. The ideal candidate will have a production-driven mindset, have previous experience that enables this individual to serve as a pace-setter, and understands harvest-related time sensitivities. Due to the physical nature of this position, the apprentice will be standing, squatting, stooping, etc. for long periods of time. If you are looking for a more relaxed, education-based opportunity, please check out our externship program!

Desired skills and qualifications:

- Ability to physically work within a variety of conditions (i.e. endurance to work long days, in diverse weather conditions, standing or bending for long periods of time), and ability to lift at least 50 pounds.
- At least one year of experience doing physically demanding outdoor work whether that be farming, landscaping, construction, etc.; preference will be given to applicants with previous for-profit sustainable vegetable production experience. The applicant may substitute two years of kitchen experience in a fast-paced, high-volume restaurant for this.
- Ability to work as a team player, with people from diverse backgrounds including students/youth, people of different cultures, etc.
- Willingness to take initiative and follow-through on tasks. Pragmatic and outcome-driven, yet positive, forward thinking, and interested in experimenting.
- Passion for helping develop a more sustainable and just local food system.
- Preference will go to local residents rooted in the metro-Denver area.
- Flexible availability including working nights and some weekends.

Duties and Responsibilities:

- Understand and help implement annual crop plan including rotations, planting map, and greenhouse seeding
- Assist in facilitating harvest to ensure high quality and timely production
- Participate and help coordinate all activities from seeding to harvest; serve as a pace-setter for these activities

- Basic tool and equipment maintenance
- Lead groups of volunteers in the completion of various farm tasks
- Assist with farm distribution programs such as CSA, Farm Stand, Farm to Cafeteria, Donations (DGS), other food distribution programs, and community service programs & events.
- Assist with recordkeeping, data entry and recording.
- Adhere to SCF training in employee manual and food safety plan, and meet all necessary volunteer requirements of SCF (including background checks: see Volunteer Packet).
- Help with weekend watering during the summer months (usually May to July but dependent on weather)

Time Commitment

30 hours per week including some nights and weekends throughout the growing season (April 15 – November 1, 2022). Apprentices must be dedicated for the entire growing season, and committed to working on harvest days (Wednesdays, June-October). This is a part-time paid position totaling \$14,630 for the season, and apprentices receive a share in the CSA program valued at \$550+. Requests for time off must be submitted for approval. Approval of requests is dependent upon staff schedule coordination, and the needs of the organization.

Application Process

We believe that systemic inequalities disproportionately impact BIPOC (Black, Indigenous and People of Color), women, people from working class backgrounds, LGBTQ+ people, and other oppressed groups. Because we believe that these communities must be centered in our work as we fight for food justice for all, we strongly encourage applications from people with these identities or who are members of other disenfranchised communities.

Studies have shown that women and BIPOC are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. Sprout City Farms will consider any equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background.



To apply, please send a cover letter, resume, and 2 references by March 1st, 2022 to:

Meg Caley, Sprout City Farms Co-Founder and Executive Director

Email: apply@sproutcityfarms.org

Mail: P.O. Box 7536, Denver, CO 80207

In your letter, please answer the following questions:

1. At what farm are you interested in working? If that position is filled, would you be open to a position at the sister farm?
2. Tell us about how you got involved in farming and what draws you to community-centered agriculture. Describe your ideal farming experience.
3. What does food justice mean to you?
4. What goals do you have for yourself during this apprenticeship?

For more information on SCF, please visit our website at www.sproutcityfarms.org and our facebook page at www.facebook.com/SproutCityFarms.

*Sprout City Farms follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, marital status, transgender status, gender identity, ancestry, gender, political service, affiliation or disability.

This policy applies to all Sprout City Farms employees, volunteers, members, clients, and contractors. This policy also applies to internal promotions, training, opportunities for advancement, terminations, outside vendors, members and customers, service clients, use of contractors and consultants, and dealings with the general public.*