



**Job Title: Farmers Market Assistant, Driver**

**Compensation:** \$18 an hour

**Start Date:** June 2024

**End Date:** November 1<sup>st</sup>, 2024

**Supervision:** Position reports to the Farmers Market Manager

**ABOUT US**

The Regional Environmental Council (REC) is a 501c3 non-profit food justice organization that has been working for environmental sustainability and social justice in Worcester since 1972. Our mission is to bring people together to create a just food system and to build healthy, sustainable, and equitable communities in Worcester, MA and beyond. Our programs include Community and Mobile Farmers Markets, our youth employment urban agriculture program (YouthGROW), and our Community and School Gardens Network (UGROW).

The Community Farmers Market Program's primary goal is to provide access to fresh, local, and affordable produce to Worcester's underserved neighborhoods. From June through October we host three traditional standing farmers markets, hosting local farmers and food vendors. Our Mobile Farmers Market operates year round, serving a total of 17 different locations. Markets are scheduled Tuesday through Thursday and serve communities throughout the city of Worcester as well as the towns of Webster and Southbridge. By placing our markets in the most food-insecure neighborhoods we commit to improving healthy food access to the families and individuals who need it most. We accept cash, credit, Supplemental Nutrition Assistance Program (SNAP) benefits, Senior and WIC coupons, and other benefits offered by incentive programs including the Massachusetts Healthy Incentives Program (HIP).

It is our goal to ensure that all customers who visit the REC Community Farmers Markets and Mobile Markets feel welcomed and respected. Many of our customers are senior citizens, individuals who have recently immigrated to the U.S., folks who have mobility restraints, and many whose first language is not English. To that aim, it is an organizational and programmatic priority to provide quality customer service and offer culturally competent and linguistically appropriate resources to the best of our abilities.

**QUALIFICATIONS**

We are seeking motivated individuals to join our team to support our Mobile Market operations. Candidates must be able to operate a motor vehicle, possess a valid driver's license, have a clean driving record, and be able to successfully complete a driver training using the Mobile Market vehicle. Candidates must also commit to a minimum of 15 hours per week within the set shifts available (Wednesday-Thursday). See below for available shifts. This is a temporary, seasonal position.



## **ESSENTIAL JOB FUNCTIONS**

- Drive the organization's Mobile Market vehicles to transport products and supplies throughout the city of Worcester and from Worcester to Webster and Southbridge
- Set-up market display, stock produce, put out market price signs and other signage, breakdown and clean market sites
- Complete customer transactions using our electronic POS systems
- Provide quality customer service while adhering to REC customer service policies and procedures
- Communicate to SNAP/HIP recipients on how they can use their benefits at markets
- Maintain safe accessibility at all markets to serve varying levels of mobility
- Organize produce storage in our walk-in coolers
- Assist with cleaning and maintaining a safe storage space
- Represent the REC and all of its programs with knowledge, professionalism, and enthusiasm
- Consistently participate in in-person market staff meetings and trainings
- Additional duties as assigned

## **JOB SKILLS & REQUIREMENTS**

- Must hold a valid driver's license to operate organization's Ford Transit Cargo Van
- Must have the ability to lift up to 50 pounds
- Must be able to work in adverse weather conditions (snow, rain, heat, etc.)

Candidates who are fluent in Spanish, Vietnamese, Albanian, Arabic, and other non-English languages are preferred, past experience with farming and/or farmers' markets work is a plus.

## **PREFERRED SKILLS AND COMPETENCIES**

A successful candidate will demonstrate a willingness to

- Work well both individually and in a team environment
- Work in a public-facing environment
- Manage multiple tasks in a fast-paced environment
- Build familiarity assisting customers with utilizing their SNAP & HIP benefits



## **WORK ENVIRONMENT**

This job is primarily public facing and requires staff to work with a diverse customer base. Staff pack produce that is stored at the REC office and transport it to market locations. Our markets are hosted at several different housing complexes and community centered locations, and are scheduled for 1-2 hours. Staff unload and load produce, tents, tables, and other market equipment at 3-4 market locations a day. On average we serve 20-40 customers at each site. During the summer and fall seasons we hold markets outdoors and only move inside when weather conditions are unsafe. During the winter and spring months we hold markets inside and only cancel when weather conditions are unsafe.

## **SHIFT AVAILABILITY**

Tuesday: 7AM-5PM

Wednesday: 7AM-5PM

Thursday: 7AM-5PM

## **HOW TO APPLY**

Please send a **detailed cover letter and resume** to: Erika Akerson– Farmers Market Manager, at the following email address: [erika@recworchester.org](mailto:erika@recworchester.org). Include subject line: "Farmers Market Staff". **Please include your availability based on the Shift Availability (see above) in your email.**

**Applications will be considered on a rolling basis.**

## **EQUITY STATEMENT**

The REC is an equal opportunity employer committed to an inclusive workplace and actively seeks a diverse pool of candidates. People of color are strongly encouraged to apply. The REC does not discriminate against any employee or applicant for employment based on race, color, religion, national origin, age, gender, sex, ancestry, citizenship status, mental or physical disability, genetic information, sexual orientation, veteran or military status. The REC is committed to building a team that represents diverse cultures, perspectives, skills, and experiences in order for our employees, our programs, and our community to thrive.

Studies have shown that women, trans people, non-binary people, and BIPOC are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in the job description. We encourage candidates to apply, even if they don't believe they tick all the boxes.