



REGIONAL ENVIRONMENTAL COUNCIL

Job Title: Youth Mentor

Compensation: \$16.50/hour

Supervision: This position reports to the YouthGROW Coordinators.

Status: Non-exempt

Category: Part-time / Temporary

Start Date/End Date: Start Date: June 10th, End August 21st

Hours: 20-30 hours per week, see shift availability for schedule details

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 focus of this position is our YouthGROW Program, which employs 40 teens annually on our urban farm who participate in our summer intensive program. Youth and adult participants work together to grow over 5,000 pounds of food while building leadership skills and deepening their understanding of the food system.

JOB SUMMARY

Youth Worker adult staff to work with youth participants (ages 14-18) as part of the YouthGROW summer at the two youth-led urban farms on Oread Street in Main South and Grant Square Park in Bell Hill, Worcester. This role includes supervision of youth in large and small groups, coaching for youth in first time employment settings/supporting administrative functions related to youth employment, and creating a positive and supportive environment for youth participants. Program activities are centered on sustainable agriculture, environmental and social justice, and youth activism.

Responsibilities:

- Facilitating group activities with youth including icebreakers, small group farm work tasks, and youth led group projects in person
- Supporting staff to maintain positive and productive environment on both farms during group discussions, farm work, and team project time
- Assisting staff with logistics including purchasing program supplies, set up and break down, and weekly prep
- Mentoring young people, keeping team motivation up, and helping foster youth leadership



QUALIFICATIONS AND JOB SKILLS

- Experience working with teens in a positive mentor role
- Experience facilitating activities and engaging youth
- Dedication to youth empowerment, environmental and social justice
- Available Monday-Friday July and August

Additional Preferred Skills:

- Bi/multilingual (Spanish, Twi, etc.)
- Experience living or working in Main South/Bell Hill neighborhoods
- Skills in carpentry or experience in farming

REQUIREMENTS: **Must have consistent access to a car and be willing to drive for small group team project activities in Worcester as part of regular job duties.** Mileage reimbursement provided.

WORK ENVIRONMENT: Hands on work with young people, including regular farm work. This position is primarily (75%) outdoors in the summer months so comfort working outside, getting your hands dirty, and working in groups is a must!

SHIFT AVAILABILITY

June: Required two day intern orientation, YouthGROW kick off day, some additional flexible work days

July-August: Monday 10:00 AM-4:00 PM, Tuesday-Thursday 9:00 AM-4:00 PM, additional hours available on Friday.

HOW TO APPLY: To be considered for this position, please send a resume and cover letter to jobs@recworchester.org. **Candidates will be considered on a rolling basis, with decisions made by June 10th.** If you need to confirm a position prior to that date, please indicate in your cover letter. Please use Youth Mentor as the email subject.

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.