

Job Title: Education Lead – Campus Education Team

Reports To: Co-Director

FLSA Status: Non-Exempt / Hourly

Full time/Part time: Up to 40 hours

Salary Range: \$22-\$26/hour

Approved Date: March 12, 2019

“Despite our many accomplishments, we owe our existence to a six-inch layer of topsoil and the fact that it rains.” - *Unknown*

At 21 Acres we are dedicated to building awareness that soil is a vital and often-overlooked piece of combating and adapting to climate change. Our new Campus Education Team will play an essential role in creating a dynamic learning and growing space that welcomes visitors, schools, and volunteers to learn alongside us.

Our team takes a holistic approach to land management. We experiment, test ancient and new techniques, and learn from the resourceful farming practices happening on local farms. Our Campus Education Team will collaborate in bringing breadth and depth of insight to our community’s understanding of soil restoration and its connection to our local food systems. Team members should have excellent communication skills and be able to convey the importance of soil in climate action to all audiences.

We can’t wait for you to bring your knowledge, energy, and excitement to our dynamic Campus Education Team.

Summary: This position is part of the 21 Acres Campus Education Team with a focus on coordinating and growing a dynamic education program. This person creates curriculum rich in soil restoration concepts and hands-on learning for all ages. Primary responsibilities include program administration, developing curriculum, outreach and program marketing, scheduling and directing fieldtrips, leading volunteers, and working with both youth and adult audiences. Summer farm day-camps are an essential part of our education program and the Education Lead is responsible for curriculum planning, hiring camp counselors, and executing training to build an effective summer team. This position will also develop professional relationships with educators, school directors, and youth group leaders to drive demand for farm and garden-based education at 21 Acres and local schools or public spaces.

The Education Lead will work closely with the entire Campus Education Team and providing critical assistance and volunteer leadership on campus projects. This position also oversees the .5 acre Youth Learning Garden; be prepared to create a fun learning atmosphere in all conditions – some days you will feel like a farmer. The work week for this position is Tuesday through Saturday. This position requires representation of the 21 Acres mission to inspire action to solve climate challenges by learning as a community to grow, eat and live sustainably by performing the duties outlined below.

This is a full-time, hourly position. Salary is competitive and dependent on experience. Benefits package includes medical, pension plan, paid vacation and holidays, produce perks, and an employee discount in Farm Market and most onsite education programs.

This position works in close collaboration with the entire Campus Education Team and especially close collaboration with the part-time Youth Education Coordinator for the 2019 calendar year. This position supervises the Farm Camp Counselors.

Essential Duties and Responsibilities:

- Develop, teach, and present dynamic, soil-based curriculum to hundreds of students and visitors on the 21 Acres campus; implement creative and fun curriculum for our field trip and farm camp youth programs; advance reciprocal community relationships and partnerships with high school, collegiate level, or garden-based learning programs in our community.
- Work with Co-Director to create and implement a long-term education plan for garden and nature-based food education programs for a variety of students and adults; integrate soil restoration and regenerative land management practices across all curriculum.
- Work with Co-Director, Farm Operations Lead, and other team members to develop and deliver agricultural curriculum/learning opportunities for volunteers and visitors. This includes relevant engagement such as bi-monthly farm tours, educational events, and year-round, labor-intensive volunteer activities.
- Participate with Campus Education Team in creating a master farm plan; lead the planning and maintenance of .5 acre Youth Education Garden including soil restoration, planting, weeding, seed saving, and generally maintaining a space conducive for educational activities; harvest and distribute produce in line with educational and outreach goals.
- Team up with part-time Youth Education Coordinator and 21 Acres team to solicit and schedule a robust education calendar; collaborate, partner-teach, and problem solve with Youth Education Coordinator to ensure groups receive a high-quality program that attends to their learning needs (including alignment with Washington State K-12 learning standards); communicate with teachers and administrators via phone and email; solicit feedback from teachers and chaperones to improve our programming.
- Provide educational guidance to Campus Education Team to enhance and draw out deeper learning opportunities during tours and volunteer work parties; collaborate with Energy Manager/Educator to develop over-arching plan for education signage throughout campus.

- Build and motivate an efficient team including seasonal farm camp counselors and campus volunteers; hire, organize, train, and hold accountable summer camp counselors.
- Seek productive opportunity to partner with high school and college level students; facilitate agricultural research projects as appropriate.
- Adapt teaching to accommodate different audiences, ages, and learning styles; effectively communicate with all audiences in an inclusive and welcoming manner; commitment to eliminating bias in the learning environment.
- Responsible for organization, safety and cleanliness of the Youth Education Garden and outdoor kitchen area. Work with the 21 Acres team on projects related to farm infrastructure and maintenance to create an aesthetically pleasing farm environment.
- Maintain and update program supplies and curricula; coordinate set-up and clean-up of equipment and supplies.
- Develop relationships with special education guests; oversee camp staff, parent and teacher communication.
- Work with administrative team to formalize field trip and camp documents; develop and maintain meticulous records in support of program success and future growth.
- Manage Youth Education budget in coordination with Co-Directors; manage expenses and payments; generate and present regular reports as asked/required.
- Conduct outreach of 21 Acres programing and summer camps including updating outreach materials, distributing to schools and youth programs, and attending tabling events; provide support to 21 Acres social media by taking photos and sharing ideas.
- Implement protocols to ensure safety and care of students, campers, counselors and volunteers; effectively respond to, report and document all safety incidents according to the risk management protocol; follow-up with parent communication when necessary.
- Safely operate farm equipment, tools, and machinery; train team and volunteers to safely operate farm equipment and tools; manage maintenance of tools, machinery, equipment, and structures as needed for safe operation/use.
- Assist with care for animals on the farm including feeding, pasture rotation, interaction with visitors, and strategic incorporation into the greater 21 Acres Farm plan. Note: this may require occasional work on days the facility is not typically open.
- Take part in Leadership Meetings; assist with other various programs and departments as needed.
- Act in accordance with the mission statement; promote and adhere to organization values at all times.
- Take initiative on relevant responsibilities and exhibit commitment to overall goals set by management.
- Build effective working relationships with individuals inside and outside the organization.

- Exhibit regular and timely attendance, with ability to accommodate occasional irregular work hours.
- Communicate and interact professionally and appropriately with co-workers, the public (youth and adults), and customers.
- Other duties as assigned.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education, Experience, Training or Skills:

Required:

- College degree.
- 3+ years work experience teaching in classroom, garden education environment or other related field; must include experience leading large groups in the outdoors.
- Proven ability to write objective-based curriculum with measurable outcomes.
- Excellent youth behavioral management and compassionate redirection skills.
- Passion for youth development and educational equity.
- Working knowledge, with proven experience in the practices of:
 - Washington State K-12 learning standards
 - Garden or farm-based education
 - Basic gardening or farming skills
 - Chemical-free growing practices
 - Worm bins and natural compost methods
 - Soil restoration techniques
 - Water conservation in growing including drip irrigation
- Significant experience and successful track record of supervision of volunteer groups.
- Significant experience working with all ages and demographics in an educational context.
- Significant experience creating a safe outdoor learning environment; commitment to safety in all aspects of job duties.
- Excellent communication skills; ability to read, write, type, and communicate in English
- Strong interpersonal skills, self-directed, ability to successfully work independently and with diverse teams.
- Proficient with the Microsoft Office Suite.
- Ability to work outdoors with varying and uneven topography and in all seasons and weather conditions.

- Superb attention to detail, problem-solving skills, creativity, initiative, and ability to prioritize tasks appropriately.
- Practice sustainable living and present the organization's mission from experience with enthusiasm.
- Ability to maintain productivity and innovation in chaotic work environment while sustaining a sense of humor.
- Maintain current CPR/First Aid certification and Washington State Department of Health Food Worker Card while employed.
- Must pass Washington State Background check.
- Must have a Driver's License and be willing to drive 21 Acres vehicles as needed.

Preferred:

- Masters in Education.
- Teaching experience (formal or informal) in agricultural or natural resource sciences.

Physical Demands and Work Environment: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions.

The 21 Acres facility is a LEED Platinum certified building that facilitates a learning environment for sustainable and regenerative living. Tours and general work involve maneuvering over unpaved and uneven grounds, most of which is farmland. The work environment sometimes has a moderate to high noise level. The 21 Acres Farm has the normal sounds and smells of a farm along with visitors, tours and volunteers, which may add stress to the environment.

This position works primarily outdoors with exposure to Pacific Northwest outside temperatures and rainfall. You must be able to do the following unassisted – walking, standing, climbing, stooping, bending, kneeling, reaching, lifting, cutting, hauling and carrying. The position frequently requires walking up and down exterior steps and maneuvering over unpaved roads and uneven terrain. Must be able to routinely move farm produce, feed and other materials weighing up to 50 lbs unassisted.

21 Acres is an Equal Opportunity Employer. 21 Acres does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and our current needs.

To Apply: Please send an email to jobs@21acres.org with one PDF attached that includes both your **resume** and a **cover letter** addressing how your background, knowledge, and enthusiasm fits with the detailed job requirements.