



**Loveland Youth Gardeners**  
**Planting Seeds. Growing Youth. Nourishing Community.**

**Title:** Youth Gardening Program (YGP) Instructor

**Reports to:** Program Director

**Status:** Seasonal employment March – Mid September. Hours vary: See Duties & Responsibilities

**Salary:** \$3500 for the season

**Organization & Mission Overview:**

Loveland Youth Gardeners (LYG) began as a small summer program in 1996. Since then, it has grown to include a variety of programs that harness the practice of growing food to change lives. Our **Mission** is to cultivate job & life skills, environmental stewardship and service in youth facing barriers by building healthy relationships with people, agriculture, and community. Our **Vision** is for all youth to realize their value and potential and be equipped to lead a healthy and productive life.

**What is the Youth Gardening Program?**

The Youth Gardening Program serves teens (13-18) facing barriers to success in their lives (special needs, at-risk for not graduating, behavioral/emotional challenges, living in poverty or single parent homes, and much more) where students learn to grow food for their families and the community while practicing important job and life skills like responsibility, teamwork, and problem--solving in a safe, nurturing and supportive setting.

**Duties & Responsibilities:**

- Reviewing applications of potential YGP Student Gardeners with the Program Director and Executive Director, as well interviewing and selecting student Gardeners.
- Supervising YGP Student Gardeners approximately 12 hours/week (Monday-Thursday, 9am-noon, for 11 weeks in the summer). Additionally, a few sessions outside of the main 11-week program will be required, including after-school planting/prepping days, and the Loveland Garden Tour & Art Show.
- Additional 3 hours/week to communicate with Program Director and YGP intern, local businesses and with parents/guardians as needed, etc.
- Setting goals and evaluating progress with the students throughout the program, including keeping a daily record of students' actions and behaviors.
- Assisting YGP Student Gardeners in learning and practicing appropriate job behaviors. This includes communicating weekly intentions (e.g. time management) with students, and monitoring and supporting them in the development of these skills.
- Modeling appropriate problem solving, communication and teamwork skills, as well as providing support, motivation, direction and discipline for students as needed.
- Demonstrating work-site rules, safety procedures and observing Student Gardeners to monitor work procedures.

**Requirements:**

1. Must have experience working with children who are 13 and older
2. Must have experience working with high needs children both physical and emotional.

3. Must have horticulture experience
4. Must have positive communication skills.
5. Must have good problem-solving skills.
6. Must be over 18 years old.

## **CORE COMPETENCIES**

**Communication:** Expresses messages in clear, concise fashion in written and oral communication; seeks feedback to make sure message has been communicated clearly; uses technology and social media in ways that further the mission, vision, and ethos of Loveland Youth Gardeners.

**Interpersonal Relationships:** Develops and maintains relationships with our families and youth; Loveland Youth Gardeners staff and team members; builds appropriate rapport; considers the impact of his/her actions on others; uses diplomacy and tact; is approachable; avoids communication triangles.

**Team Orientation:** Demonstrates interest, skill, and success in team environments; promotes group goals ahead of personal agendas; offers self as resource to other members of the team; understands and supports the importance of teamwork; shares credit for successes with others; takes responsibility for his/her part in team failures.

**Supervising Work:** Is good at establishing clear expectations and setting clear direction; sets stretching objectives; distributes the workload appropriately; provides regular and ongoing feedback about performance; proactively deals with substandard performance; engages disciplinary processes in an appropriate and timely manner.

**Planning:** Accurately assess the length and difficulty of a project; set objectives and goals; break down work into process steps; develop schedules and task/people assignments; anticipate and adjust for roadblocks and problems; measure performance against goals; evaluate results.

**People/Volunteer Management:** Provides direction, gains commitment, facilitates change and achieves results through efficient, creative, and responsible use of volunteers; engages people in their areas of giftedness and passion.

**Conflict Management:** Understands the dynamics of human negotiation among conflicting interest groups and how to achieve mutual agreement; embraces constructive conflict as a means to promote growth; read situations quickly; can find common ground and get cooperation with minimal anxiety.

**Trust and Integrity:** Is seen as trustworthy by others; practices direct, honest, and transparent communication; keeps confidences; admits mistakes; doesn't operate with hidden agendas; responds to situations with constancy and reliability.

**Apply:** Please send a cover letter, current resume and three references to Erica Wharton via email [lyg.programdirector@gmail.com](mailto:lyg.programdirector@gmail.com).