



## Garden Program Manager

Common Threads connects kids to healthy food in the garden, in the kitchen, and at the table. We want kids to grow up making food choices that are good for their bodies, their communities, and the environment. Founded in 2007 and based in Bellingham, Washington, Common Threads is a grassroots, 501(c)(3) non-profit organization that promotes a “seed to table” approach to food production, good nutrition, and environmental stewardship. Historically, most of our programs have taken place on public school grounds, during the school day. Common Threads also runs after-school gardening and cooking programs at schools and affordable housing complexes, and spring/summer camps at an urban farm site. During the Covid19 Pandemic, our focus has shifted somewhat more toward food production and distribution as well as gardening and cooking at community sites identified as facing both outdoor recreation and food access barriers.

At Common Threads, we hold ourselves accountable (individually and as an organization) to a long-term learning journey as we work to identify the roles that we can and must play in dismantling systemic racism and building a more just and equitable world. We welcome candidates of all racial and gender identities, cultural and economic backgrounds, and of any sexual orientation to apply for employment and service opportunities. Common Threads is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, veteran status, or marital status in employment or the provision of services.

The Garden Program Manager position will manage, train, and support AmeriCorps Food Educators and community volunteers stewarding school and community gardens that are both educational and productive.

### Responsibilities

- Serve as a member of the Common Threads’ core leadership (Perennial) team - representing farm and garden stewardship and providing agricultural skills training within the context of Common Threads’ overall mission, purpose and programs
- Work closely with other members of the Perennial team to refine curriculum and program offerings to make the most of the school and community-based gardens throughout the year.
- Direct and oversee AmeriCorps Food Educators in management of production/learning gardens including cultivating and harvesting annual vegetables, herbs, flowers, and bush and tree fruit, managing perennial food forests, irrigation, crop planning, mapping, pest management, facilities improvement
- Advise and support AmeriCorps Food Educators in pacing and timeliness of garden tasks throughout the year
- Develop and implement systems to maintain and improve garden quality (aesthetics, accessibility, soil health, community engagement, etc.)
- Direct and oversee new garden and garden expansion projects
- Coordinate procurement of agriculture materials to support curriculum delivery and garden management (both purchases and donations)

- Work closely with Common Threads staff and district facilities staff on developing and fulfilling school garden design and maintenance expectations
- Support planning, planting, harvest, procurement, storage, and distribution of food for all cooking programs run by Common Threads (classes, meals, camps)
- Manage harvest logs, in-kind donation logs and distribution
- Cultivate mutually beneficial relationships with local farmers

### Skills and Qualifications

- Passion for and understanding of Common Threads' mission and programs
- Ready, willing and able to think about farming and gardening through an equity lens
- Agricultural training and experience (formal or informal)
- Experience with and passion for garden education and for mentoring in a farm and garden setting
- Self-starter, flexible, collaborative, reliable, able to prioritize multiple tasks and meet deadlines, and willing to respond creatively to changing community needs
- Physical stamina and an appreciation for the varying needs of gardens across seasons
- Strong written and spoken communication skills
- Skill and experience building and sustaining relationships
- Able to work as part of a small and close-knit team: coordinate, collaborate and delegate as appropriate
- Strong computer skills and experience with using spreadsheets for data tracking, crop planning, and project management
- Legacy/sustainability oriented – strong documentation and record-keeping skills
- Able and willing to travel between multiple sites (by foot, bike, bus, personal vehicle or Common Threads vehicle as appropriate)

### Hours and Compensation

- Full Time (defined as 35+ hours/week)
- Trust based work time and location
- 95% dental and medical premiums for employees (employees may add dependents at their own expense)
- 3% 401K retirement match
- Starting salary \$36400 with annual performance and cost of living increases

### To Apply

- Send resume, cover letter, and two references to Common Threads: [hr@commonthreadsfarm.org](mailto:hr@commonthreadsfarm.org) and fill out this [demographic survey](#) (optional)
- Applications accepted until the position is filled. Ideal start date, January 2022

**Please note: All employees are required to be fully vaccinated against COVID-19 or obtain a religious or medical exemption.**