

Take action
Build community
Work & learn
With the land



AmeriCorps



VERMONT
YOUTH
CONSERVATION
CORPS

Food & Farm: AmeriCorps Production Crew Leader

Location: Richmond, Vermont

Dates: March 19, 2025 – October 24, 2025

Weekly compensation (housing included): \$551

Weekly compensation (housing not included): \$664

Education Award: \$5,176.50

Age requirement: 20+

Who We Are

VYCC is a mission-driven organization where we strive to take action and build community by working and learning together with the land. VYCC's Food & Farm Program is a youth development, diversified agriculture and food security initiative. We believe in the power that food has to connect us with the land, our community, and each other.

On the farm, young people engage in the daily tasks of organic vegetable farming. The produce grown by Corps Members is distributed to more than 400 families through the Health Care Share – a public health initiative that connects Vermont families to locally-grown produce through their medical provider. Patients who may have nutrient-related illness or have barriers to accessing fresh produce receive a weekly share of fresh food. We also raise laying hens for eggs, chickens for meat, and additional vegetables, flowers, and herbs that we sell through our vibrant, on-site farm stand.

In addition to the work Corps Members do in the farm fields, they also spend time in the kitchen learning cooking skills. Working with the food they've grown, they explore different recipes and help prepare a daily lunch that is served to all farm crews, connecting the work in the fields to the food on their plates.

These projects are made possible through VYCC's partnership with AmeriCorps and SerVermont.

Who We're Looking For

A successful Production Crew Leader is someone who strives to support their crew, faces challenges with a positive attitude, and works toward personal and professional growth. We look for hard-working individuals who will demonstrate their passion for food access and public service through a commitment to VYCC's mission. They will bring experience or interest in developing skills in teaching, mentoring, or group facilitation.

What You Can Expect

The VYCC farming season starts in March. Farm Leaders operate as a cohort that collaborates closely throughout the spring, building hands-on skills and knowledge of VYCC farm systems. Prior to the start of summer season, Farm Leaders develop their leadership skills by guiding volunteer groups through hands-on farm tasks.

Summer season starts at the end of May. At this time, Production Crew Leaders meet their crews. Production Crews consist of up to 8 young adult Members (age 18+). The Production Crew Leader guides the crew through the daily work of growing food on the farm for the full summer season. Come fall, Production Crew Leaders return to their original cohort leading volunteer groups, harvesting for the Health Care Share, and preparing the farm for winter.

Farm Leaders will serve an average of 40-45 hours/week, Monday-Friday. Spring and fall hours will typically be between 8:00AM-4:30PM. In summer, Production Crew Leaders' schedule is 6:30AM-3:30PM Monday through Thursday and 8AM-3PM on Fridays. There are occasional evening and weekend hours allocated for chores, driving the Community Shuttle or campus events.

Farm Leaders spend most of their time outdoors, working with their crew while also interacting with community members, and VYCC staff. They serve daily at VYCC's farm, located in Richmond, Vermont.

What We'll Expect from You

Farm Responsibilities

- Participate in all aspects of farm work including:
 - Seeding, transplanting, weeding, harvesting
 - Washing and packing produce for distribution
 - Caring for and managing livestock
 - Maintaining and using farm equipment, including tractors and implements
 - Setting up and maintaining farm irrigation systems
- With Farm Staff support, ensure timely field preparation, vegetable planting, and harvest for Health Care Shares
- Support all aspects of livestock production operations including chicken processing
- Coordinate and organize logistics with Farm Team members for successful daily and weekly farm operations
- Maintain detailed production and farm maintenance records
- Work hard in all types of weather and environments, motivating Members to do the same
- Follow and uphold VYCC principles and practices to maintain a safe service site

Crew Leading

- Create a crew culture that prioritizes physical and emotional safety

- Foster teamwork among Crew Members, lead by example, and support Crew Members as they navigate challenges and successes
- Conduct 1:1 check-ins with Crew Members to support their engagement with the Health Care Share project
- Instruct Crew Members on all aspects of farm work

Communication, Reporting, & Training

- Communicate effectively with members of the Farm Team, including using Microsoft Teams and Outlook
- Complete forms related to their service including timesheets due biweekly on Fridays
- Advocate for the needs of Crew Members and report to VYCC staff on incidents from the field
- Engage with VYCC staff on setting goals and chartering personal and professional progress through mid-term and end-term performance evaluations with supervisor
- Participate in a variety of trainings, including VYCC and AmeriCorps Orientations and additional enrichment activities. These training hours will not exceed 20% of the total number of member hours
- Attend SerVermont events

Required Qualifications

- Be at least 20 years of age
- Be a U.S. citizen, a national, or legal permanent resident non-citizen of the U.S.
- Have not been convicted of murder or sexual assault and be willing to undergo a National Service Criminal History Check and a VT Agency of Human Services check. The member will have access to vulnerable populations
- Be a high school graduate or have a GED certificate, or be willing to work towards GED as part of their service-year successful completion requirement
- Commitment to VYCC's mission, including the Health Care Share project
- Commitment to the mission of AmeriCorps and SerVermont
- Valid driver's license with good driving record for at least three years (preferred)

Compensation & Benefits

- AmeriCorps Living Allowance paid biweekly:
 - Residential members living in on-site housing: \$551/week
 - Non-residential members living off-site: \$664/week
- Segal Education Award upon completion of service: \$5,176.50
- Access to fresh produce from the farm and daily lunch during the summer
- Potential for shared housing for the duration of service
- Organizational dedication to professional development
- Career pathways support during and after the VYCC experience provided by the Community Engagement Manager
- Potential eligibility for student loan forbearance and interest payment

- Potential to earn up to [12 free college credits](#)
- Receive Basic First Aid through American Red Cross

Have questions about the position? Feel free to reach out to...

Katie Colatch, Food & Farm Program Manager

Email: Katie.Robertson@vycc.org

Phone: (802) 434-3969 Ext. 128

Equal Opportunity at VYCC

Are you concerned that you don't meet all the requirements of this position? Please apply anyway. VYCC is dedicated to building an inclusive, diverse, equitable, and accessible work environment that fosters a sense of belonging – so if you're excited about this role but your experience doesn't align perfectly with everything in this job description, we encourage you to apply anyway. You may be just the right candidate for this role or another one of our openings!

Terms of Service and Dates of Service:

1200 Hour (three-quarter-time) term from March 19– October 24, 2025

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| Name: | Date: |
| Signature: | |