



GROWER - Chicago Lights Urban Farm

Job Description

April 2025

Classification: Non-exempt
Status: Seasonal, Part-time
Reports to: Director, Urban Farm

PROGRAM

The Chicago Lights Urban Farm is a $\frac{3}{4}$ acre farm in the near north community of Chicago. The Farm is dedicated to cultivating a thoughtful and engaged community of youth and adults through economic and educational opportunities, hands-on learning, and access to fresh, local, and sustainably grown produce. The Farm provides a safe sanctuary for community members, grows a variety of annual and perennial crops, offers programming for youth, distributes produce to the community, hosts volunteers, holds several community events, and provides space for community gardening.

POSITION

The Grower position is an integral part of the Chicago Lights Farm, working alongside staff and volunteers to ensure the successful, safe production and harvesting of over 50 varieties of vegetables, herbs, and flowers. The Grower supports these activities by carrying out the crop plan, harvesting and distributing produce to the local community, managing compost systems, and working with crews of volunteers and high school age youth in the summer and fall. It also offers hands-on experience in urban agriculture, marketing skills, and farm-based education practices.

RESPONSIBILITIES

The Grower will work with the Farm Manager and other staff to:

- Carry out the crop plan via soil fertility, assisting with direct seeding and transplanting crops, hoop house pruning, weeding, irrigation system management, pest control, and other tasks as needed.
- Assist with weekend watering.
- Harvest, process, and pack produce following food safety protocol. Assist with protocols and sanitation procedures.
- Help to run the weekly, on-site farm stand by harvesting and processing the produce, addressing customer service-related issues, managing money, and breaking down/cleaning up the farm stand.
- Lead volunteers through farm tasks and set up before groups and clean up after.
- Lead a crew of high-school age apprentices during summer and fall job program sessions.
- Participate in community outreach activities.
- Participate in professional development training as available.
- Provide trauma informed care lens to all, ensuring that program environments and interactions are safe, inviting, and demonstrate best practice.
- Use the S.P.I.R.I.T. principles of hospitality when interacting with visitors, guests, members, and staff of Fourth Presbyterian Church and Chicago Lights.
- Attend staff meetings as required.

- It is impossible to convey every single task into one job description. As the role evolves over time, this job description will be adjusted accordingly.

QUALIFICATIONS

- Some experience with gardening and/or urban farming is recommended.
- Strong communication skills.
- Comfortable operating as a member of a team.
- Strong work ethic and judgment, apparent collaboration skills, and a commitment to Chicago Lights' mission.
- Commitment to racial equity and social justice: Recognize the role of race, income, age, immigration status, and other identities in shaping disparities, and work toward amplifying community voices to advocate for equity. Recognize how your own identities show up in the work, and welcome, reflect on, and act on feedback with an eye toward continuous learning about race, ability, and other lines of difference.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

The work environment and physical requirements described here represent those an employee encounters while performing essential functions of this job. Reasonable accommodation may be made to enable individuals with different abilities to perform essential functions.

- Flexible availability. Able to shift gears quickly and efficiently.
- Physical and mental endurance – the ability to lift 40 pounds.
- Stand for long periods of time and work outside in any weather.
- Smoke- and drug (illegal or recreational)-free environment.
- Fourth Church/Chicago Lights offer accessibility in any off-site location that we have control of, but some of them may not be fully accessible.

SCHEDULE

This is a seasonal position that goes from end of April through early November, up to 29 hours per week. Regular weekend (Saturday) shifts will be required.

COMPENSATION

- \$19.25 per hour
- 1 full share of vegetables weekly from June-October.
- Reimbursement of authorized supplies and materials. This is a seasonal position and does not qualify for benefits.

LOCATION

- The farm is accessible via the Brown Line, Chicago stop, or Chicago Ave bus (#66), Chicago and Hudson stop (Eastbound and Westbound stop)
- Limited free parking on the east side of Hudson St

Individuals with barriers to employment (under/un-employed, low-income, prior court involvement or other) are encouraged to apply. Resumes are due by April 11th.

EEO Statement

Fourth Presbyterian Church/Chicago Lights is committed to equal employment opportunity for all qualified persons, without regard to race, color, citizenship status, national origin, ancestry, sex, sexual

orientation, gender identity and/or expression, age, creed, physical or mental disability, marital status or familial status, veteran status, military status, source of income, political affiliation, or any other factor protected by law. Fourth Church/Chicago Lights seeks to build and retain a diverse staff and is committed to fostering an equitable and inclusive workplace where everyone is treated as a respected and valued member of the team. Fourth Church/Chicago Lights is committed to elevating the voices of women, young people, people of color, Native people, immigrants and refugees, low-income people, LGBTQ+, and transgender, gender non-conforming and non-binary people, people with disabilities, and young parents. We encourage people from these communities to apply.

TO APPLY

Send resume to dstout@chicagolights.org.