



Crew Leader Position Highwater Farm

About Highwater Farm

Highwater Farm connects the community back to the land through sustainable agriculture, stewardship, and youth development. Located in the Colorado River valley on the western slope of Colorado, the farm provides weekly vegetables for a 120-member Community Supported Agriculture (CSA) program that routes 15% of produce grown to the local food pantry system, and is a certified SNAP retailer. In 2024 our team grew over 30,000 pounds of diversified vegetables on 3 acres using regenerative practices. A flock of laying hens with a mobile chicken coop helps manage and fertilize surrounding pastures and provides eggs for CSA members.

The farm is located in Silt, Colorado - a small town with a deep farming and ranching history. There are many opportunities for outdoor recreation in the area including an extensive network of mountain biking and hiking trails, river access for rafting and fly fishing, and camping.

Crew Leader Description

The Crew Leader position is a full-time, 9-week commitment from June 2-August 2. Each Crew Leader is hired to lead a crew of high school Crew Workers and one returning Assistant Crew Leader in farm work, educational workshops, and service opportunities throughout Highwater's Summer Youth Program.

This position includes two weeks of farm work and on-site training prior to the start of programming and one day after the program to complete program evaluations and get organized for the next season. During training, Crew Leaders are trained in farming practices, and the mission of Highwater Farm, including work expectations, program structure and schedule, and leadership/safety training. **Crew Leaders are required to be available and committed to working the entire 9 weeks.**

Daily tasks include: running a morning meeting along with a game or warm-up, assigning crew members to a field task, explaining, demonstrating, and setting up field tasks, working alongside crew members to ensure that the group is organized and moving efficiently, co-facilitate an educational workshop in the afternoon.

Responsibilities:

- Work with the Youth Program Coordinator to plan team-building, reflection, service, and educational activities and lead these activities throughout the summer
- Prepare materials and adapt curriculum for workshop facilitation
- Plan and facilitate morning meetings with the support of the youth program coordinator
- Responsible for the emotional and physical well-being of crew members both on and off Highwater Farm property
- Model fieldwork by working alongside crew workers to accomplish field tasks
- Support crew workers and strive to develop personal relationships with each of them
- Build a sense of community within and between the crews
- Engage conflict resolution strategies in a timely manner, requesting assistance from the supervisors as needed
- Implement the Standards Agreement for your crew workers fairly and consistently
- Help develop leadership skills among assistant crew leaders and encourage and facilitate planning and decision-making within crews

- Have an understanding of the farm's mission and structure and act as an ambassador for Highwater Farm to outside groups
- Assist with some events and CSA distributions on evenings and/or weekends

Qualifications:

- High school diploma or equivalent
- Prior youth programming or public speaking experience
- Ability to facilitate or co-lead games and workshops
- Strong interest in working with youth as partners and supporting the youth-led aspects of the work.
- Excellent organizational skills, dependability, flexibility, and capacity to manage time effectively both independently and on group projects.
- Some familiarity with growing food, food systems or food access issues is preferred
- Valid driver's license

Hours & Schedule:

- This an hourly position from June 2-August 2
- Work hours will average 35-40 hours per week Monday-Friday
- Saturday and Sunday greenhouse/irrigation chores and CSA distributions are shared among staff on a rotating basis

Compensation:

- Crew Leaders will be hourly at \$18/ hour and will be paid out every two weeks.
- Mileage reimbursement for work-related travel in a personal vehicle is included at \$0.67/mile
- Compensation includes a CSA share, storage crops, and eggs

To Apply:

Please submit a one-page cover letter, resume, and two references to Annie at annie@highwaterfarm.org.

Applications will be accepted until January 5th, 2025.

For questions, contact Annie Litten 720-409-9690