



Food Sovereignty Manager JOB DESCRIPTION

BACKGROUND

[Denver Urban Gardens](#) (DUG) is a 501(c)(3) organization nationally recognized as a leader in creating sustainable community gardens. DUG was founded in 1985 to support local neighborhoods in establishing food-producing community gardens and has expanded into nutrition education and training programs, school partnerships and work in food access.

DUG's **mission** is to provide the access, skills and resources for people to grow healthy food in community and regenerate urban green spaces.

Our **vision** is a sustainable urban future where people are deeply and directly connected to the earth, each other, and the food they eat.

Our **values are to:** Earn TRUST | Demonstrate INTEGRITY | Embrace EQUITY | Build COMMUNITY | Inspire CURIOSITY

DUG is seeking a **full-time Food Sovereignty Manager** who is passionate about creating spaces of community impact around food forests, gardening, community-building, sustainability, food justice, and climate action.

ESSENTIAL JOB DUTIES

This position reports to the Senior Director of Operations and supervises a seasonal DUG Corps Service Member

- **Grow a Garden Program Implementation - 50%** DUG's Grow a Garden program reduces barriers to local fresh food by connecting individuals, families, seniors and groups to seeds, seedlings, education and support to get growing at home or in a DUG garden.
 - Responsible for implementing and measuring program delivery to improve long-term food security for Denver residents
 - Onboard and manage a seasonal DUG Corps Service Member
- **Food Access Coordination - 15%**
 - Solicit seed donations from local and national seed companies and retailers. Coordinate volunteers, DUG Corps Members, and DUG Staff to sort and organize seed donations to distribute to DUG network throughout the year
 - Continue to evolve the Culturally Inclusive Seed program and extend its impact
 - Work with cross-functional team to distribute supplies to gardens through DUG's [Baseline Infrastructure Initiative](#)

- **Event + Outreach Support - 25%**
 - Be the main point of contact for executing DUG's annual Spring and Summer Plant Sales in coordination with DUG Corps, volunteers and DUG staff
 - Work with vendors to order plant selection and manage delivery logistics
 - Participate in coalitions and collaborative partnership working groups, such as the Denver Community Food Access Coalition, Grow Food Feed People, and update DUG Team on a consistent basis

- **Administrative - 10%**
 - Bi-weekly time tracking and monthly spending report submission
 - Budget tracking and reporting in conjunction with Senior Director of Operations
 - Timely responsiveness to communications and emails from staff and community members
 - Performs additional related duties as required to meet the ongoing needs of the organization

REQUIRED SKILLS, EXPERIENCES + QUALIFICATIONS

- Project management and event production skills
- Strong problem-solving skills with a high degree of flexibility and adaptability as a self-starter
- Excellent interpersonal skills, ability to effectively and respectfully work with and interact with diverse community members
- Experience with Google Workspace, including Excel
- Current driver's license
- Management skills to support seasonal and volunteer workforce
- Demonstrate a commitment to diversity, equity, and inclusion through continuous development, modeling inclusive behaviors, and proactively managing bias

PREFERRED SKILLS

- Spanish proficiency
- Salesforce proficiency
- Knowledge and/or experience with food systems and food access
- Garden or urban farming education and experience

COMPENSATION + BENEFITS

Starting compensation is \$56,992-\$77,219. This is a full-time, non-exempt, fully benefited position based on experience and skill set. Benefits include a flexible work schedule, RTD EcoPass, mileage reimbursement, paid holidays, a 'trusted time off' policy, as well as a generous employer-sponsored health/dental insurance plans and retirement plan matching. This position is a union-represented position with DUG Workers United.

DUG offers professional learning opportunities in horticulture, urban agriculture, food access. health & wellness, climate action, community garden building & education, community garden

establishment, and support for school gardens. There is potential for opportunities for advancement within Denver Urban Gardens as our programming expands.

DEPARTMENT: Operations

TO APPLY

Please send your cover letter and resume to jobs@dug.org with 'Food Sovereignty Manager' in the subject line by December 1st, 2025. In your cover letter please answer the following questions:

- What does Food Sovereignty mean to you?
- How does growing food contribute to a resilient food system?

EQUITY STATEMENT

DUG centers equity as one of its organizational values and we value diversity — in backgrounds and in experiences. We believe food is a universal right, and we need people from all backgrounds and swaths of life to help build the future of our food system.

We are an Equal Opportunity Employer and our staff are people with different strengths, experiences and backgrounds, who share a passion for improving people's lives. Diversity not only includes race and gender identity, but also age, disability status, veteran status, sexual orientation, religion and many other parts of one's identity. All of our employee's points of view are key to our success, and inclusion is everyone's responsibility.

Thank you for your interest in our organization and community.