



farming hope

1710 Moorpark Ave, San Jose, CA 95128
920.471.2326 team@farminghope.org
farminghope.org

Farming Hope hiring San Jose City Co-Director

Join our mission to fight homelessness through a part-time job starting in late fall, as a founding member of our new city team

Farming Hope is a social enterprise that employs and empowers neighbors experiencing homelessness, through garden and cooking work. We are interviewing for a part-time leadership position as we launch our second major city team in partnership with the Health Trust.

Our approach to breaking down barriers and fighting homelessness has a triple benefit to every community: we hire homeless neighbors; we green cities by growing food; and we feed and educate the community at large. By working with Farming Hope, you will directly help scale our model faster to hire more homeless neighbors, grow more food, provide more engagement opportunities through pop up meals and gardens, and gather diverse peoples to work on ending homelessness *together*. Our inclusive model works to fight systemic issues causing homelessness like the lack of employment, and builds community around solving the crisis.

This is a multi-faceted position, a startup role with several hats. The position is a leadership role, but does not require major management experience, as we work on a small scale. People new to nonprofit work are encouraged to apply.

The job has the potential to grow into a full-time, director position. Consider this role part community organizer, part nonprofit manager. Your average week would look like: Tuesday: Plan garden, shop, and work in the dirt. Wednesday: Interview two potential part-time hires, enter expenses and metrics for our grant, meet with church group or corporation about sponsoring lunch. Thursday: Gardening, cooking lunch, breaking bread with homeless neighbors who come for our homeless meal, coordinate with sponsor for next week's lunch.

This is a challenging, but highly rewarding job. We've got a lot to build, and we expect a lot from all our employees. If you like working with people and food, this team may be one of the coolest things you help build in your professional career.

Want to be a part of Farming Hope? Here are more details on the job:

Job Duties

- Garden
 - Plan what we plant and oversee garden shifts at 1710 Moorpark Ave in San Jose, supervising and educating three part-time homeless employees, two days per week for 2 hour shifts
 - Help in budgeting, logging purchases, and shopping for garden
- Kitchen
 - Invite homeless and non-homeless neighbors to dine together at weekly lunch at 1710 Moorpark Ave
 - Coordinate cooking or food donations once per week
 - Oversee and train three homeless employees in cooking, preparing and serving lunch
 - Invite local churches and community partners to attend lunch and donate food as part of our efforts to share our model with local religious and social justice groups
- Employee management
 - Assist in interviewing, hiring and managing three homeless employees for each three month cohort
 - Help coordinate bi-weekly life coach meetings between community volunteer and employee
- Metrics
 - Log expenses, payroll, in professional format for government grant review

Job Description

You'll work approximately 10-12 hours per week. Starting rate is \$25 an hour, negotiable based on job experience. There is a high possibility of an increase in hours and pay as we fundraise to grow the San Jose team. You'll work alongside Stu Richardson, founder of Bountiful Churchyards, in managing the garden, community lunch, hiring and metrics of the team.

This position will likely grow to include direct fundraising duties as the hours and pay increase.

This job is highly collaborative, and you won't be doing any of these roles alone, nor without structure and support. For example, one team member will co-lead the garden shifts, and another will carefully help track metrics and weekly expectations.

Necessary Applicant Qualities

- Self-starter: Doesn't wait around for orders, but takes initiative to build a new program
- Juggler: Experienced at managing several moving pieces at once. This is a job that requires experience maintaining balance in a busy work day
- Detail-oriented: Committed to staying on schedule, tracking progress, and sharing honest updates with team and employees

- Big-hearted: Share our vision for a more inclusive food system and communities
- Basic management skills: Can you organize people to cook a meal, plant a garden, and show up on time to their job?

Additional Applicant Qualities That Help Your Application

- Fluency in Spanish: Some of our colleagues are bilingual or Spanish-speaking only
- Experience cooking healthy meals
- Urban agriculture and garden design experience
- Fundraising, sales or development background
- Strong connections to nonprofit and/or religious communities in San Jose

Hiring Process

Contact team@farminghope.org to express your interest. Please answer these questions:

- Name, email, phone number
- Why are you most interested in this position?
- Why do you think you'd be a great fit for the Farming Hope team?
- What experience do you have starting or managing new projects?

The first steps of the interview process include:

- Phone interview
- Meet us at a work shift in San Francisco to chat and see our work up close
- Try out with two task-based interviews in the garden and/or kitchen

We offer travel and basic stipends to help offset expenses associated with interviewing.

More questions? – just let us know by emailing team@farminghope.org