



Our Vision

A city filled with thriving neighborhoods where all people have equitable access to critical resources.

Values

To operate with a central focus on stewardship, integrity, justice, cultural humility, equity, and excellence.

What We Do

We design shared urban greenspaces and the programming that unlocks its potential for:

- youth employment
- environmental justice
- food sovereignty
- racial equity
- community building

Responsibilities

- **Be a Role Model** - Model exemplary workplace behavior for participants: punctuality, attendance, preparation, attention, and teamwork; Work and learn alongside CFT participants; Ensure cleanliness and proper use of worksites and equipment; Model and support CFT participants in leading opening and closing discussions for each shift.
- **Amplify Youth Voice** - Represent a diverse group of teens from around Monroe County; Help plan workshops and learning opportunities from a youth perspective; Provide near-peer mentorship to younger participants; Bring participants' needs to attention of Site Supervisor and/or YEPM.
- **Support Team Leadership** - Assist with set-up and take-down for CFT shifts; Support work teams in construction, beautification, and maintenance projects at community gardens around Rochester; Participate in team feedback sessions; Help ensure safety and wellbeing of team members during work activities.

Qualifications & Experience

- **Prior Experience:** Successful completion of a youth employment program, and/or experience (whether paid, volunteer, family, or hobby) in landscaping, gardening, or working with kids/younger teens.
- **Dependability and Initiative** - Follow instructions, stick with a task until it's done, and look for ways we can improve.
- **Communication Skills** - Able to talk with your supervisor about scheduling and work issues before they become problems.
- **Collaboration and Respect** - We're a diverse group of people working as a team in many different neighborhoods.
- **Enthusiasm and Interest** - You'll enjoy this position best if you're excited to spend the summer working outside with younger teens, and learning about plants, soil, and bugs. Expect to get dirty.
- (See Physical Demands on following page)

Develop leadership skills with Taproot!

The Community Food Team (CFT) Peer Leader (PL) is an internship opportunity for youth ages 15-17 who want to develop leadership, community engagement, building, and agriculture skills. In this position, you will support Taproot staff in developing the Community Food Team summer program (a six week job opportunity for teens ages 14-15) and supervising the 2024 CFT Youth Interns.

The Community Food Team will work with community partners at four different community gardens and urban farms to research, design, and install capacity-building improvements such as production spaces, composting/water systems, and regenerative landscaping. The program culminates in a public event where interns will present to community leaders about their experiences.

Position runs March to August - opportunities for Fall 2024 based on interest and performance. Pay is \$16/hour. Reports to Youth Employment Programs Manager (YEPM). [Six positions available.]

- **March-June: 4-5 hours/week;**
- **July 1-August 16: Monday-Thursday, 9:30am-4:30pm, and Friday 10:00am-2:00pm (32 hours/week)**



Physical Demands

- Willingness and enthusiasm for working outside. (Proper working gear will be provided as needed.)
- Able to safely use garden equipment like shovels, rakes, and wheelbarrows, as well as basic power tools (we will train you).
- Able to lift at least 20 pounds.
- Stand, walk, bend, kneel, and/or crouch, sometimes on uneven surfaces
- CPR and First Aid certified (or willing to be trained) with willingness to utilize these skills on the job.

To apply, send a resume, a cover letter (“Why are you interested in this job?”), and at least one reference who can speak to your qualifications, to info@taprootcollective.org. In the subject line, write your name and the position for which you are applying (eg: “Jordan Smith – CFT Peer Leader”). We’ll be interviewing candidates as we receive applications, so don’t delay!

We are an organization led by people with multiple identities. We strongly encourage members of marginalized communities to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender identity or expression, sexual orientation, national origin, disability, or age.

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