



Job Description Full-Time Farm Educator

Come grow with us, in a job with a purpose!

A beloved fixture of the MetroWest community, the Natick Community Organic Farm (NCOF) is a non-profit, certified-organic farm focused on educational programs for people of all ages and abilities. Our farm-based, outdoor programs focus on joyful play, purposeful work, and connecting with nature and one another.

We encourage people of any race, background, religion, gender, sexual orientation, or economic status to apply to join our team, whether or not you think you meet every qualification.

The Role:

NCOF programs are rich in community and connection, both with each other and the natural world. The Farm Educator will lead activities with children and youth ages 1.5-15. Particular programs of focus include:

- **Our Forest Gnomes *Waldkindergarten***, an outdoor forest program for pre-school aged children. Gnomes runs from September-June, and we are outside for 95% of the day, in ALL weather! You can learn more about Forest Gnomes [here](#).
 - At Gnomes, nature is our best teacher, and this program emphasizes unstructured free play, imagination, and exploration as a vehicle for social development and personal growth. Teachers are facilitators in the woods, encouraging Gnomes to advocate for themselves, solve conflicts with their friends, and use their imagination and child sized tools (e.g. metal shovels, pots and pans, wheelbarrows and, most importantly: sticks!) for play.
- **After-school and vacation programs** for kids Grades K - 8. These programs provide kids and youth hands-on experience with our working farm, and activities, including livestock and farm chores (e.g. collecting eggs, feeding animals, harvesting crops), livestock and farm lessons, nature walks and free play in the woods, exploring our crop fields, woodlands, pond and stream. As part of this program, teachers will:
 - Work as part of the all-farm Education team
 - Plan outdoor activities and lessons, including farm chores
 - Facilitate hands-on, outdoor activities with groups of up to 7 children, up to 14 with a co-teacher
 - Maintain educational supplies and materials, and document lessons, resources and best practices.

continued next page



The Natick Community Organic Farm

Qualifications:

Ideal candidates are energetic and enthusiastic about kids, nature, and youth development, and can adapt on the fly while prioritizing safety for all (humans and animals). While our educators are independent and creative, they're also part of our all-farm team, so we seek individuals who communicate effectively, ask questions when they don't understand, and are eager to help where needed.

In short: if what we've described above sounds fun, we want to talk with you!

Must-haves:

- At least 18 years old.
- Ability and willingness to teach outdoors, in all weather, year-round.
- Have some experience working with children and/or youth. This may be in a professional or volunteer setting.
- Demonstrated communication and collaboration skills.

Nice-to-haves:

- Background or education in life, earth, or environmental sciences, agriculture
- Prior teaching experience
- Experience with positive behavior management
- Exposure to and/or experience with outdoor schools, Montessori, Waldorf and/or Reggio Emilia programs.

Logistics and Compensation:

This is a year-round, hourly position. Pay rate is \$19.50 - \$20.50/hour. Precise schedule will depend on programs assigned/taught, but a typical schedule might be 8 am - 5 pm, with an hour of paid lunch. The work day will include a mix of hands-on teaching, program prep and clean-up, and limited communication with families. We are happy to discuss schedule and compensation with you early in the interview process.

Other Requirements:

Employees must successfully complete a CORI and SORI Background Check.

To Apply:

Again, if what we've described above sounds fun, we want to talk to you! Contact NCOF's Assistant Director, Catherine Sullivan in any of these ways:

- Submit a brief application [here](#) (no cover letter or resume required)
- If you have one, email Catherine a resume and/or and a brief cover letter/statement of interest.
- catherine@natickfarm.org // 508-618-7479

You can learn more about us at natickfarm.org