



## Urban Farm Seasonal Intern

<b>Reports to:</b>	<b>Urban Farm Program Manager</b>	<b>Team:</b>	<b>Cultivate Hope</b>
<b>FLSA Classification:</b>	<b>Non-Exempt (Hourly)</b>	<b>Position Type:</b>	<b>Seasonal</b>
<b>Schedule:</b>	<b>30 hours per week</b>	<b>Duration:</b>	<b>April 7th-October 9th, 2026 (exact start/end dates are flexible)</b>
<b>Supervisory Expectations:</b>	<b>High school students, volunteers</b>	<b>Pay Range:</b>	<b>\$14–17</b>
<b>Application Deadline:</b>		<b>February 9th, 2026</b>	

### ORGANIZATION OVERVIEW

Matthew 25 is a vibrant, growing non-profit organization. Our mission is to improve the health of people and neighborhoods by investing in quality affordable housing, healthy food, educational opportunities, and community building.

The Cultivate Hope Urban Farm works to support several pillars of Matthew 25, including, but not limited to, education, community building, and food access. In addition to production for a CSA (Community-Supported Agriculture), farm stand, the Corner Store, and Groundswell, it also hosts school groups and summer camps, holds community building events, and runs a high school job training and leadership development program (the Youth Development Program).

Matthew 25 is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

### INTERNSHIP OVERVIEW

The Urban Farm Intern will support the sustainable production and distribution of vegetables and fruits on two acres of land by working with the Urban Farm Program Manager, the Education Intern, volunteers, Youth Development Program, and other Matthew 25 staff. Over the course of six months, you will participate in all aspects of a vegetable-growing season from planting to harvesting. You will also work with our high school students to train and motivate them while doing farm tasks.

The Intern will typically work 8am to 2pm on Monday-Friday. During the season, they may be expected to shift their schedule to include 3:30pm to 7:30pm on Thursday for CSA pick-up/farm stands.

The ideal candidate will be excited about working with high school students, knowledgeable and experienced with small-scale organic growing practices, have a good attitude working a physical outdoor job, and passionate about food justice and community building.

Benefits include \$14–17 per hour, depending on experience; paid holidays (Good Friday or an equivalent religious holiday(s), Memorial Day, Independence Day, and Labor Day); 7 days of PTO (for vacation or sick-day use); a CSA share (weekly produce); and discounts at Groundswell cafe and the Corner Store. We do not offer housing, but if you would be relocating to Cedar Rapids, we can support you in connecting with housing opportunities.

Long-term employment opportunities may be available, as dependent on funding and fit.

### **ESSENTIAL DUTIES/RESPONSIBILITIES**

- Produce saleable fruits and vegetables using sustainable practices including soil/bed preparation, planting, watering, weeding, harvesting, pest management, and cleaning/processing for distribution.
- Support the distribution of produce through CSA shares, farm stands, the Corner Store, and Groundswell, including by tracking harvest data, keeping produce organized, engaging in customer service, and delivering produce orders.
- Provide training and supervision to volunteers, especially volunteer groups
- Help to train, supervise, and delegate to high schoolers in the Youth Development Program
- Support the maintenance of the Urban Farm as a safe, clean, and attractive community building and education space.

### **WORKING ENVIRONMENT**

This position will be primarily outdoors in all and variable weather conditions. As a primarily physical job, it will involve repetitive, detailed tasks and physically strenuous tasks. While proper training and guidelines will be provided on safety and ergonomics (and any necessary protective equipment), it is expected that each individual will also monitor their own state of being to stay within necessary safety limits. Accommodations will be made to enable individuals with disabilities to perform essential functions.

### **EDUCATION AND/OR EXPERIENCE**

No previous education or professional experience is required, but any of the following could be helpful:

- Experience working or volunteering on a farm or community garden
- Experience gardening, landscaping, or working with tools
- Coursework on agriculture, food systems, and environmental justice
- Food safety experience
- Experience (professional or lived) working with, mentoring, or teaching youth

### **SKILLS AND ABILITIES**

The ideal candidate is:

- Eager to learn new skills and open to feedback
- Passionate about food access and sustainable agriculture
- Dependable and able to work at a consistent quality with minimal supervision
- Able to engage in healthy conflict
- Considerate of safety issues that may arise on the farm, including child safety

- Good at interacting with volunteers, students, and the public
- A safe driver with a valid driver's license and acceptable record

### **APPLICATION REQUIREMENTS**

Please email your resume to [cultivate@matthew-25.org](mailto:cultivate@matthew-25.org) and submit this [form of supplemental questions](#). Applications received without both components may not be considered.

The deadline to submit your application is February 9th, though applications submitted after this date will be reviewed and considered on a rolling basis. We anticipate interviews to take place between February 16th–27th and offers to be made by March 9th, 2026.