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Minneapolis, MN 55407  
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metroblooms.org

**Job Title:** Sustainable Landcare Training Manager  
**Reports To:** Education Team  
**Status:** full time, exempt (40 hours per week average)  
**Wage & Benefits:** \$57,000-\$65,000 annual salary. Benefits include paid time off, holiday pay, health, dental, vision, disability and life insurance, paid professional development, family leave, paid community support time for BIPOC employees and retirement plan contributions.  
**Start Date:** Summer 2024. The position will remain open until we have a diverse and qualified pool of applicants.

## WHO WE ARE

Metro Blooms is a nonprofit that partners with communities to create resilient landscapes and foster clean watersheds, embracing the values of equity and inclusion to solve environmental challenges. We believe collaboration with community is the way to restore our relationship with the earth and we strive to center relationships in all that we do. Most of our work happens in the Twin Cities metro, and through our Blue Thumb education programming we partner with organizations and residents across Minnesota to create healthier outdoor spaces for people, water, and pollinators.

Metro Blooms is committed to creating a work environment free of discrimination and harassment. Discrimination based on race, religion, sex, gender, age, disability, sexual orientation or other characteristics is not accepted. We are passionate about creating and supporting a diverse workforce that promotes the values of equity.

Metro Blooms values a supportive culture of flexibility. Our staff have the ability to work remotely or in our office in south Minneapolis. Most staff enjoy a hybrid of remote and in-person work. The person in this position is expected to work in the office at least 2 days/week to start and to attend in-person trainings and team meetings as needed.

## POSITION SUMMARY

This position is responsible for the overall management of our [Sustainable Landcare Training program](#). This position works closely with community partners and Blue Thumb partners to develop and implement relevant training content. While this position is not responsible for delivering training content, this person will facilitate trainings, including leading some discussions and supporting participants. The Sustainable Landcare Training Manager will ideally have experience working with and supporting BIPOC young adults and is comfortable leading discussions about environmental and social justice.

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Sustainable Landcare Training is focused on the installation, long term care, and inspection of rain gardens and other green infrastructure, providing employment pathways and meeting the demand for a growing green workforce. The training audience is primarily young adults (17–25-year-olds) who are impacted by environmental injustice and who experience high barriers to green jobs. Economic justice is an integral piece of environmental justice, and participants are paid to attend the training and participate in next-step mentorship and employment experiences.

This position works as part of our education team which practices a shared leadership model, as well as working collaboratively with our community relations and Design+Build teams.

## **HOW YOU’LL SPEND YOUR TIME:**

### Program facilitation (20%):

- Facilitation of Sustainable Landcare Training cohorts. We typically work with 2-4 training cohorts per year, each made up of 10–20 young adults. A training cohort includes 3 in-person days on site at a job training location, online content and post-training employment support.
- Development of training agendas and facilitation of in-person training days, including discussions around topics such as environmental justice, stewardship, and career pathways.

### Participant/young adult support (20%):

- Communication with trainees before, during and after training.
- Coordination and support for trainees following trainings to participate in next-step employment and learning opportunities. This may include supervising trainees in roles with Metro Blooms.
- Mentorship programming: We have a pilot mentor program running in 2024 with one training cohort. This position will help evaluate the pilot. If the mentorship program continues, this position will be responsible for recruiting, training and matching mentors with training participants.
- Connecting with Blue Thumb partners and other employment partners to create job pathways for trainees.

### Program management (30%):

- Outreach and coordination for trainers. Trainers include both Metro Blooms staff and external community partners.
- Tracking and reporting participant data to funding partners.
- Evaluation of trainings, including assessment of participants’ learning as well as overall program evaluation.
- Updating Blue Thumb partners about program outcomes.
- Scheduling and coordination for each training, including in-person training locations, dates/times, supplies, food, etc.
- Participant outreach, including distributing fliers, coordinating recruitment events, etc.
- Managing budgets for the program and each training, including tracking and reporting expenses, developing budgets for training cohorts, and managing those budgets.

### Program development (30%):

- Development of training materials and learning content with community partners, including online content, in-person materials and outreach materials. Online content is hosted in an external learning platform. While much of this content is already developed, we are actively

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updating to re-frame content around environmental justice and historical land stewardship, including Indigenous perspectives.

- Grant writing to support program activities. This program is funded through a combination of local government contracts and grant support. Grant writing is supported by a fund development team.
- Partnership development to support training implementation, content creation and delivery.

#### **REQUIRED QUALIFICATIONS:**

- **Relational:** demonstrated ability to connect with and support older youth and young adults from low-income and BIPOC communities
- **Program Management:** experience managing programs, including timelines, budgets, coordination, communication and facilitation of activities
- **Inclusive:** demonstrated commitment to community-centric work, environmental justice, racial justice and anti-oppression in practice
- **Flexible:** ability to prioritize tasks and change focus as necessary to support complex programming
- **Collaborative:** ability and strength working alongside others to develop processes and achieve outcomes. Courage to ask questions, get curious and seek help when needed
- **Shared Leadership:** willingness to engage in a shared leadership model internally

We encourage applicants to consider the following questions before applying: Do you have experience working with and supporting young adults from BIPOC communities? Are you comfortable leading discussions with those young adults about environmental and social justice? Do you have lived experiences and perspective that you could bring to those conversations? If so, we encourage you to submit an application.

#### **TO APPLY:**

We acknowledge different forms of experience and welcome all qualified applicants to apply, especially those represented in our training population: African Americans, Indigenous people, and people of color.

Please email a copy of your resume and contact information for 2 references to Laura Scholl, [laura@metroblooms.org](mailto:laura@metroblooms.org). Cover letters are encouraged but not required.