

Twining Vines Apprenticeship Program

Empty Field's Dharma Center for Inner and Outer Ecology

Job Offering: Garden Manager/Apprentice Coordinator

Dates: 4/1/2025 through 11/15/2025

Job Summary: The Garden Manager/Apprentice Coordinator will play a pivotal creative role in the leadership and operation of the Twining Vines held at Horton Road Organic Farm and sponsored by the Empty Field Zendo/ Zen West Buddhist community. This individual will be responsible for managing day-to-day garden activities, providing guidance to residential apprentices/ interns (6 – 8 people), and collaborating with farmers to facilitate educational programs/practices on inner and outer ecology. The ideal candidate will possess a deep understanding of organic gardening/farming, be rooted in their own contemplative/meditation practice, and possess strong leadership and teaching skills.

Responsibilities:

1. Organic Market Garden Management:

- Supervise, plan, schedule, and participate in all aspects of organic garden operations: seeding, greenhouse management, cultivation and field prep, transplanting, weed and pest management, harvesting, processing, and marketing vegetables.
- Coordinate food distribution to local nonprofit organizations, and harvest and prepare for our three farmers markets. Participation in farmer's markets.
- Maintain work spaces, tools, equipment, and infrastructure to ensure the efficiency and safety of garden operations.

2. Apprentice/Intern Teaching/ Supervision:

- Provide guidance, mentorship, and hands-on training to apprentices and interns participating in the residential program.
- Assign tasks, set goals, and offer constructive feedback regarding apprentice/intern progress to support their learning and development.
- Guide residential community in practices that foster group cohesion and foster a collaborative and supportive learning environment for apprentices/interns.

3. Educational Programming:

- In coordination with farmers, further develop/ adapt current 26 week curriculum and experiential activities on teaching related to inner and outer ecology and sustainable agriculture.
- Integrate Buddhist principles, deep ecology teachings, and contemplative practices into educational curriculum to promote holistic learning and personal growth.

4. Community Connection:

- Cultivate ongoing relationship with the EFZW sangha to promote education and awareness of Twining Vines activities and opportunities to participate.
- Act as a liaison between the program and community organizations, representing our values and commitment to environmental and social responsibility rooted in spiritual practice.

5. Administrative Duties:

- Maintain accurate records of garden activities for in house purposes as well as legal and organic certification requirements.
- Assist in maintaining a healthy budget and resource allocation for garden operations, educational programs, and infrastructure maintenance.
- Participate in weekly meetings in support of the overall mission and vision of the program.

Qualifications

- Three years of practical experience in organic gardening/farming and education, or related field.
- Established in a daily contemplative spiritual practice, preferably Zen Buddhism, or compatible disciplines such as mindfulness, yoga, or other streams of Buddhism.
- Proficiency in teaching and facilitating experiential learning activities.
- Strong interpersonal skills and ability to work collaboratively with diverse groups of individuals, including staff, sangha volunteers, and other program participants.
- Knowledge of ecological principles, sustainable living practices, and holistic approaches to well-being.
- Excellent organizational skills and attention to detail, with the ability to manage multiple tasks and priorities effectively.
- Excellent work ethic. Physical stamina and ability to perform manual labor in outdoor environments, including lifting, bending, and working in varying weather conditions.
- CPR/First Aid certification a plus.

Benefits & Requirements

- \$2500/ month salary for avg. 40hr. work week/ Overtime available peak season
- Worker's compensation insurance
- Commitment April - November
- Room and partial board

Application Process

Interested candidates should submit a resume, cover letter, and personal/ professional references to Twining Vines project coordinator/farmer Seido Martin (debraseido@gmail.com). Applications will be reviewed on a rolling basis until the position is filled.

Twining Vines is an equal opportunity employer committed to fostering an inclusive and supportive work environment for all employees. We welcome candidates from diverse backgrounds and perspectives to apply.