

LAND TOGETHER

Program Manager - Job Posting

Program Manager

Land Together (LT) is seeking a full-time (40 hours a week) Program Manager to lead weekly in-prison programming at San Quentin Rehabilitation Center and CSP-Solano, bringing trauma-informed, garden-based programming to incarcerated participants.

Who We Are

Founded in 2002, LT is a nonprofit organization that facilitates an innovative 48-week curriculum combining environmental education, permaculture gardening, reentry skills, and “inner gardening” - the act of tending to one’s inner landscape, cultivating self-awareness, emotional resilience, and personal growth. Our core purpose is to reconnect people to self, community, and the natural world in prisons and beyond. We currently run our program in nine California state prisons and provide reentry support to all LT participants.

For more information, please see www.landtogether.org

Position Summary

The Program Manager leads weekly in-prison programming at San Quentin Rehabilitation Center and CSP-Solano. Working closely with the leadership team, programs staff, reentry team, and prison staff, the Program Manager supports the ongoing logistics of delivering weekly classes, manages volunteers, and leads the co-design and maintenance of gardens within the prisons.

Who You Are

You are excited to join a dynamic team and bring all aspects of this role together in alignment with LT's vision, mission, and values. You have experience managing trauma-informed programming with a focus on connection to the natural world through gardening and environmental education. You are collaborative, detail-oriented, and comfortable navigating problem-solving with the California Department of Corrections and Rehabilitation (CDCR).

Key Responsibilities

- Lead the implementation of our transformative in-prison programs at San Quentin Rehabilitation Center and CSP - Solano

Solano State Prison - Vacaville, CA Program: Wednesday 10:45am - 12:45pm	San Quentin - Marin, CA Program: Friday 3pm - 5pm
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- **Class Facilitation:** Plan and facilitate weekly lesson plans for each site, coordinate guest speakers, and integrate garden-based activities into LT's curriculum.
- **Relationship Building with Prison Administration:** Establish and maintain strong relationships with prison staff, including the Community Resource Manager (CRM), Plant Ops, and the Warden's office at San Quentin and CSP-Solano.
- **Connection to the Gardens:** Cultivate the prison gardens in partnership with participants and the prison, using LT's inner/outer gardening approach to build a creative and healing space.
- **Community Building:** Create collaborative spaces within the prisons and the local community, including partnerships related to volunteer recruitment, guest speakers, fundraising, and outreach.
- **Warm Hand-Off:** In coordination with the reentry team, support the warm hand-off of participants to trusted reentry navigators and partners, including support with gate pick-ups where required.
- **Administration, Documentation, and Reporting:** Process security clearances for guests and volunteers; manage class rosters and internal documentation; manage and update program budgets; maintain data for grant tracking and evaluation; support grant reporting as needed.
- [Other duties as assigned, provided they are consistent with the general nature, scope, classification, and essential functions of the role.]

What You Bring

Required

- **Group Facilitation** – Ability to create safe, welcoming, intentional spaces. You listen and communicate in ways that build community and draw out the wisdom of a room.
- **Garden Knowledge** – Knowledge of garden installation, maintenance, and landscape design.
- **Project Management and Organization** – Strong project management and organizational skills, with the ability to hold multiple concurrent projects and adapt to shifting priorities.
- **Communication** – Excellent oral, written, and interpersonal communication skills. Able to clearly express our vision, values, and intersectionality across a wide range of constituencies.
- **Problem Solving** – Sound judgment and problem-solving skills, including the ability to navigate complex systems and relationships with CDCR staff and administration.

- **Attention to Detail** – Ability to maintain accurate records and follow established protocols, with willingness to learn new systems as needed for administering and tracking programming.
- **Conflict Management** – Ability to model LT's inner gardening and restorative principles when addressing conflict.
- **Mindfulness and Self-Care** – Awareness that this work is demanding, and a personal practice for decompression, patience, and reflection. Remember to fill your cup.
- Valid California driver's license and access to a vehicle.
- Competency with online systems including Zoho, Monday.com, Google Suite, and Slack.

Preferred

- Bachelor's degree in Social Work, Behavioral Sciences, Environmental Sciences, or a related field.
- At least 2 years of relevant experience.
- Bilingual in English and Spanish.
- Experience working directly with incarcerated people
- Experience navigating CDCR systems and prison administration
- Lived experience with incarceration
- Experience with volunteer recruitment and management.

Compensation and Benefits

This is a 1.0 FTE position with an annual salary ranging between \$72,800 - \$77,000 based on skills (experience, education etc.). Benefits include unlimited FTO, Land Together paid holidays, travel stipend, internet/phone stipend, 403b retirement plan, and medical, vision, and dental coverage.

Location and Schedule

This is a hybrid position that includes weekly travel to on-site programming at San Quentin Rehabilitation Center (San Quentin, CA) and CSP-Solano (Vacaville, CA); remote work outside of programming hours.

Physical Requirements and Work Environment

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the role. Ability to travel independently to and between San Quentin Rehabilitation Center and CSP-Solano on a weekly basis; ability to move within outdoor garden areas and prison yards, including uneven terrain; ability to lift and carry garden tools, supplies, and program materials up to approximately 25 lbs; ability to stand,

bend, and move for extended periods while facilitating classes and garden work; ability to pass CDCR clearance required for facility access.

How to Apply

Please send your resume and cover letter to jobs@landtogether.org with the subject line **“SQ/SOL Program Manager Position”**

Deadline to Apply: September 13, 2026

Equal Employment Opportunity Statement

Land Together is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, pregnancy, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, veteran status, or any other status protected by applicable federal, state, or local law.

Land Together is committed to providing reasonable accommodations to applicants and employees with disabilities. Applicants who need assistance or accommodation during the application process may contact [insert contact information].

Additional Information

Employment eligibility verification will be completed as required by law. Any background check, reference check, driving record review, or other pre-employment screening will be conducted only as permitted by applicable law and based on job-related requirements.

This job posting describes the general nature and level of work expected for this position. It is not intended to be an exhaustive list of all duties, responsibilities, or qualifications. Duties and responsibilities may change based on organizational needs.