kiwiburn

Job Description

**Revision date: Oct 2026**

# Sustainability 2iC Worm Farm Lead

## Job Purpose

For the last several years we have run on-site worm farms at Kiwiburn! This is an awesome initiative where burners can drop off their organic waste, so it doesn't sit smelly in their camps and doesn't end up in landfill - a win-win! It also reduces weight in cars leaving the festival so reduces emissions!

We are looking for a lead to support the Sustainability Lead to run the worm farm team this year supporting the establishment of our volly team, bringing the vibes and supporting the team onsite with gear, H&S onboarding and rostering. We also want someone who can share ideas, communicate low waste festival information and get burners on board!

## Key duties/responsibilities

- Work with the Sustainability Lead to recruit, onboard, roster and support a pool of volunteers to manage the Kiwiburn Wormfarm.
- Make sure the worm farm team has all the information they need before the burn to come prepared.
- Run on-site inductions, instructions, introductions and H&S.
- Liaise with theme camps to create drop off locations and collection points for organic waste.
- Work with the infrastructure team before the burn to make sure the worms are happy and healthy and ready to go for 2027.
- At the burn set the main worm farm drop off drop off zone with the right gear and signage around site. Pack down and clean gear at the end of the burn.
- Checking in on the worms throughout the burn to make sure that they aren't being over fed and the right food is being given to them.
- Organise communications to our community to encourage people to drop off their organic waste and food scraps.
- Work with the team to weigh and count the amount of food being given to the worms so that we can track our impact this year and which camps are leading the way!
- Support the Sustainability Lead to input into the Afterburn report.

## Working Relationships

You are likely to work with the following people/teams:

- Sustainability Lead - key point of contact
- KB Sustainability Team - Left Over Love Lead and Worm Farm Lead
- Theme Camp Sustainability Leads (Green Leads)

- Traffic and Gate Leads
- You might also reach out within and beyond the Kiwiburn crew for questions, e.g. Infrastructure Lead, Theme Camp Lead, etc.

## Time Commitment

- ***Year round:*** 1-3 hours per week
- ***On site:*** TBC we may want to run events on site, or have a celebrational hang

## Qualities, Knowledge and Experience

We seek people possessing SOME of the qualities below to create a multi talented team. If you think you have something special to offer that does not appear below, please get in touch!

- This role is most suitable for someone who knows a little bit about or is curious about wormfarming, composting and organic waste. You don't need to be an expert but a willingness to learn and be passionate about waste is important.
- Collaboration skills: active listening, ability to empathise, good verbal communication
- Keen interest in sustainability, and solution-oriented. Are able to think outside the box
- Some knowledge or understanding of sustainable practices: waste hierarchy, carbon offsetting, cleaner energy generation, etc.
- Planning skills: you can break down a large task in small, actionable tasks.
- Good understanding of Kiwiburn and worldwide Burner culture
- Knowledge of local initiatives (community garden, waste system, etc)
- A passion for sustainability; do you walk the walk?
- Competent with, or willing to learn, the software and programs we use to collaborate - eg, Google Drive/Gmail, Meet and Zoom for video meetings, Slack,