Job Title: Farm Manager

Type: Exempt, Full Time, Salaried Position (40 hours per week)

Start Date: January 1, 2022

Hours: Salaried position with longer work hours during farming season and limited work hours in off season including additional three week vacation. Weekend Availability during farm season required.

Rate: $42,000-45,000 (depending on qualifications). Plus full health and dental benefits, paid sick, vacation days, paid professional development, and vegetables and groceries.

Supervision: Head Farmer / Executive Director

Who We Are: FrontLine Farming (FLF) is a nonprofit food and farmer advocacy organization focusing on food growing, education, sovereignty and justice. We grow high quality, organic food which supports fair wages for our farmers and is distributed through CSA shares, sliding scale sales at farm stands and donations to a variety of non-profit partners. The mission of FLF is to create greater equity across our food system on the Front Range of Colorado. We specifically seek to support and create greater leadership and access for women and people of color in our food systems. We achieve these goals through growing food, listening, educating, honoring land and ancestors, policy initiatives, and direct action.

Role: Under the general direction of the Head Farmer, this position manages and works in all aspects of sustainable food production. This position will oversee their farm site management including crop plans, on-site team management, crop health and pest management, programmatic schedules and budget for farm site. This position is empowered to ensure their site functions at peak production and works in companionship and collaboration with other farm managers and the Head Farmer. Must be aligned with the mission of FrontLine Farming and confidently communicate about programs, services, goals and values. This space and opportunity is geared toward Black, Indigenous, People of Color and womxn.

POSITION RESPONSIBILITIES

The following position responsibilities are essential functions of the position. Successful job applicants will be able to perform these essential functions with minimal supervision:

- Plan, implement and maintain crop plans, farmland development, IPM and crop health procedures, irrigation system.
- Manage farm team including work plan, schedule, and skill improvement.
- Manage and develop positive relations with volunteers, customers, staff and apprentices.

www.frontlinefarming.org
● Recordkeeping and reporting on farm outcomes, including harvest totals, seed and transplant dates, pest and disease management plans and amendment applications.
● Ensure farm sites have adequate materials to function with efficiency and within a budget.
● Horticultural care and maintenance in all aspects of planting, cultivating, and harvesting of crops.
● Ensure site safety and cleanliness including safe food handling practices.
● Develop positive relations with the surrounding community and navigate challenges that arise with an asset-based approach (i.e. houseless populations, disputes with neighbors).
● Manage daily CSA share packaging and pop-up farm stands in coordination with FLF leadership.
● Maintain working knowledge of farm site production to account for donations & distribution needs.
● Personal commitment to, and ability to educate others about, food justice, racial justice and FrontLine Farming’s mission.

OTHER WORK
● Clear, solution-oriented, and respectful communication (written, digital and verbal) with FLF leadership team, co-workers, volunteers, customers and visitors.
● Provide supplemental education (experiential and classroom learning) to the Apprenticeship Program.
● Leading by example with work ethic, punctuality, and professional demeanor.
● Proficient with Google Suite, and a willingness to learn and adopt new software and online tools
● Self-directed, able to take initiative, and demonstrated attention to detail and program management
● Ability to work collaboratively in a team environment and comfortable working with diverse groups of community stakeholders
● Ability to manage multiple concurrent projects and prioritize appropriately
● Attend and assist with implementation of organizational events and activities

POSITION QUALIFICATIONS & SKILLS
● 8-10 full seasons as a farmer at a vegetable farm, preferably with sustainable farming practices
● 3 years management of crop planning
● 3 years management of employees or volunteers
● Experience managing a CSA
● Training in correct use of farm equipment
Knowledge of safe handling of farm elements including, but not limited to: decomposing plant material, fish waste, finished compost, bacteria, fungus, insects, and fertilizers.

PHYSICAL DEMANDS
- Ability to physically work within a variety of weather conditions (i.e. working outdoors for long days, in diverse weather conditions (40-95°F)
- Frequent lifting and carrying of up to 50 pounds.
- Requires crouching, kneeling, standing, and stooping and reaching

HOW TO APPLY:
Submit your resume and a cover letter to jessica@frontlinefarming.org
Position will remain open until filled.