JOB ANNOUNCEMENT:

Farm Manager
Watsonville + Santa Cruz, California
Permanent Full-Time Position

Rolling Interviews Starting December 1st, 2022
January Start Date

Our Mission
We are a youth empowerment and food justice organization. We provide meaningful space where youth define and cultivate their agency, empowerment, and well-being. At FoodWhat, youth engage in relationships with land, food, and each other in ways that are grounded in love and rooted in justice.

Who We Serve
We work in Santa Cruz County with high-school-aged, system-impacted and other struggling youth and program alumni. This includes low-income youth, youth from farmworker families, youth in alternative schools, youth experiencing mental health challenge, youth in the child welfare (foster care) system, youth in the criminal legal system, LGBTQ youth, disabled youth, and young parents—all of whom experience challenges and are building their resilience.

What We Do
We provide a safe, non-judgmental, and supportive space for young people to engage in meaningful food-and farm-based experiences that meet their basic needs of healthy food, a living wage, community belonging, connection to the land, ancestral knowledge, healing, and self-determination. Together, we learn about, grow, cook, eat, and distribute healthy food. At FoodWhat, food is celebrated for its own inherent value and serves as a vehicle for personal growth and empowerment, community connection, awareness of food justice and related systems analysis, and skill-building for greater personal agency and economic mobility. Check us out at www.foodwhat.org.

Position Overview
The farm is the vehicle through which all our high-impact programming takes place. The Farm Manager ensures all aspects of the farm are maintained and thriving, while also being well integrated for programmatic use. This position is responsible for planning, managing, and implementing all aspects of FoodWhat’s crop production on what is currently a 1-acre diversified farm operation including vegetables and flowers. (Note: FoodWhat has the intention to grow our cultivated land to 2-10 acres and add an orchard in the upcoming years.) The farm provides the space where youth engage in job training and empowerment activities through organic farming, as well as produces approximately 5,000 pounds of fresh, nourishing produce. This produce goes to feed the youth crew through daily/weekly meals cooked on site, supports our CSA program for each youth and their family throughout the summer and fall, provides pumpkins and other needs for large events and farm-based businesses like our holiday pies, and goes toward our weekly food justice farm stand for 20+ weeks.

The Farm Manager is responsible for: all aspects of crop production including crop planning, propagation, irrigation, crop cultivation, harvest and post-harvest handling, pest management, and distribution; playing a
key role in maintaining a safe environment of all aspects of the farm; implementation and tracking of annual site budget; maintaining field production records for reporting requirement (i.e., organic certification); general ecological stewardship of the overall land base; and leading direct, farm-based instruction with youth.

In the 20 - 30% time of direct youth interaction, the Farm Manager inspires program youth to develop their own unique relationships with the land while ensuring the farm meets overall production goals and deliverables. The amount of direct youth interaction will vary based on season.

**Growth**

FoodWhat is in an exciting moment of growth. In 2023 we will be looking for land to build a permanent homebase. We are imagining 10-20 acres that would include wild land, cultivated farm land, a fruit orchard, open space, and a barn and other structures for programming and community use. We are looking for someone for this Farm Manager role who can grow with the scope and scale of this position as our land base increases substantially. 10% of this role will be dedicated towards participating in this land search, and once purchased, setting up all the initial farm systems and infrastructure. Our ideal candidate is either someone who has this experience, or who is resourceful in their ability to get the support and mentoring needed to achieve these new levels of work responsibilities.

**Responsibilities**

**Farm Management & Admin (60-70%)**

- Manage our current 1 acre of mixed row crops
- Crop production: crop planning, propagation, irrigation, crop cultivation, harvest and post-harvest handling, pest management, and distribution
- Annual crop plan created in concert with Program Team and in response to program needs
- Farm equipment care and storage
- Source farm supplies and materials
- Implementation and tracking of annual site budget
- Maintaining field production records (track and record farm data) for reporting requirements
- Maintaining a safe environment of all aspects of the farm
- Ensure farm sites are well maintained and thriving
- General ecological stewardship of the overall land base
- Logistics coordination related to farming at both of our current leased land bases
- Site and vehicle maintenance (storage shed, van, compost, trash/recycling, etc.)
- Organization-wide communication via email, text, meetings, etc.
- Support fundraising efforts when requested (ie: hosting farm tour)

**Program (20% - 30%)**

- Implement farm-based instruction component of daily or weekly youth programming
- Ongoing communication with Program Team
- Youth support as needed
- Youth transportation support when needed

**Future Planning & Homebase Research (10%)**

- Participate in the research and planning for FoodWhat Homebase
- Build relationships with local growers and ag professionals to support this project
- Develop initial farm systems and infrastructure for newly acquired land
Required Qualifications

- At least 2 years experience in organic farm management, leadership, or ownership
- Experience in managing a diverse farm operation of similar scope (or greater) to FoodWhat’s current and future production site.
- Experience in crop production including: crop planning, propagation, usage, irrigation, crop cultivation, harvest and post-harvest handling, pest management, and distribution
- Ability to set up whole farm systems
- Ability to design and build/install irrigation systems
- Ability to design and manage farm systems on multiple acres
- Ability to assess tractor vs hand cultivation needs
- Basic understanding of local agricultural and food systems
- Ability to connect with young people in appropriate, genuine, and supportive ways
- Ability to lead youth programming with patience and compassion
- Ability to handle multiple programs/projects at once; strong organizational skills and attention to detail.
- Computer skills for data tracking and email communications
- Strong communication skills; ability to give and receive feedback
- Ability to work independently and in team setting, and in fast-paced, changing environment
- Dependable with thorough follow-through.
- Ability to meet physical demands of farmwork
- Valid California Driver’s license

Preferred

- Tractor and BCS experience
- Rooted in the communities FoodWhat serves
- Understanding of, and commitment to, social justice with an analysis of systems of power, privilege and oppression
- In-depth understanding, or ability to understand, the regional ag landscape as well as the politics of ag in the region, the community, and in the lives of youth.
- Excited about sharing passion for ag with teens
- Previous experience working with youth (in any context)
- Ability to design and build future farm infrastructure such as greenhouse/hoophouse, fencing, refrigeration, etc.
- Farm business knowledge and experience
- Construction and mechanics knowledge and experience

Position details

This is a 40-hour per week, full time position with paid vacation, sick time, and holidays. Full medical, dental, and vision benefits provided. Salary range $62-72K annually, commensurate with experience.

To Apply:

Please send a single PDF document to hiring@foodwhat.org with the email subject line “Farm Manager” with the following:

1. A cover letter that shares why you are interested in this position and the unique skills you bring to the table. Include the date you are available to start.
2. A resume with at least two professional references
FoodWhat is an anti-discrimination, pro-equity, equal opportunity organization. Women and Black, Indigenous, people of color (BIPOC) are strongly encouraged to apply. All applicants are considered for employment without discrimination based on race, color, religion, age, sex, sexual orientation, gender identity, national origin, veteran or disability status.

Applicants only. Recruiters, please don't contact this job poster.