Frogtown Farm is accepting applications for an Urban Agriculture Supervisor

Frogtown Farm’s Urban Agriculture Supervisor is an experienced and well-rounded individual with strong urban agriculture skills and a commitment to social justice. The Urban Agriculture Supervisor (UAS) plays an integral role in the leadership team of Frogtown Farm, sharing responsibility in advancing Frogtown Farm’s mission. With skill and creativity the UAS navigates the operation of a non-profit, urban demonstration farm practicing regenerative agriculture with the equally important goals of building community engagement, community education, and advocacy for social justice. This position requires the ability to work across and within diverse teams and multicultural communities, where understanding and appreciating differences is essential to success.

Located in the heart of the diverse and vibrant Frogtown neighborhood of Saint Paul, Minnesota, Frogtown Farm is a 5-acre urban production, education and demonstration farm. Rooted in values of social equity, climate justice, and interconnectedness, this urban farm on the hill serves as a model for a multi-cultural community and a catalyst for economic development, wealth creation, community pride, and sustainability. We are guided by our mission of enriching the world by cultivating soil and community in Frogtown.

Frogtown Farm’s core values reflect what we stand for and how we operate in advancing our mission.

- Access to quality food and green space is a basic human right;
- The power of community will lead community transformation;
- Cultural equity and social justice are at the root of our work and our diversity is our greatest strength*;
- Community-based land stewardship and regenerative agriculture demonstrate respect for the earth and its inhabitants;
- Frogtown Farm opens opportunities for and actively facilitates cross-cultural and sector innovation and learning;
- Wealth creation is essential to empowerment and sustainability of the Frogtown community and the health and well-being of its residents.

Supervisor: Reports to the Executive Director

Position
The UAS will be responsible for all aspects of daily operations of our 5-acre site ensuring agriculture goals are achieved. This includes annual vegetable, perennial crop production and land management. This position requires commitment to and skill with working collaboratively with people from many backgrounds and creativity in managing the unique challenges of a farm in an urban environment. The UAS will guide volunteers, ensure produce delivery to food shelf and other customers and promote ecologically sound agriculture practices. The UAS will be responsible for continuing to build healthy soil for production – serving as the steward for an environmentally, economically and socially viable farm. This position will supervise three Farm Assistants, and interns.
**Compensation**
The annual salary range is $30K-$36K for an average of 30 hours per week depending on qualifications and experience. This part-time position can develop into a competitive full-time position plus competitive benefits with time and experience at Frogtown Farm. This position requires some evenings and weekend work, as well as a heavier workload during the season over the off-season. Adjustments to hours worked and flexible work schedule are available.

**Essential Duties & Responsibility**
- Develop long-term integrated farm operations plan, with the Executive Director;
- Develop and implement soil regenerative practices, annual crop plan, with planting and harvesting schedule for each season;
- Develop and implement marketing / distribution plan for produce, aligned with Frogtown Farm’s strategic goals and in cooperation with the Executive Director, and other key staff;
- Develop and maintain a season extension plan with the existing and future hoop houses;
- Maintain berm and swale, fruit trees and perennial plantings.
- Purchase seeds, supplies, tools and equipment; maintain tools & equipment ongoing;
- Manage planting, irrigating, weeding, harvesting, washing, packing and delivering produce;
- Maintain the full site for public use, ensuring a positive experience for anyone on site;
- Track farm operations and data, including crop plans, energy consumption, harvest log, germination rate, planting schedule, growth tracking, compost production and soil nutrient management soil testing), sales tracking (lot #s, storage, invoicing);
- Research urban farm security methods and processes and determine viability of security systems; oversee implementation of systems;
- In collaboration with the Executive Director, identify and hire additional farm production staff, workshare members, interns and volunteers;
- Supervise farm staff and workshare members, as well as interns and volunteers working on the farm;
- Utilize regenerative agricultural methods, including weed and pest management and development of soil structure through composting and other organic methods;
- Responsible for compliance with all city, county and state agricultural, food and safety policies;
- Be an active and articulate ambassador for Frogtown Farm;
- Assist with preparation of farm reports for grant applications and reports;
- Other duties as assigned.

**Qualifications**
- 2+ years urban agriculture management using sustainable agriculture practices
- Experience working with and building relationships with a wide range of diverse or underrepresented groups and individuals;
- Knowledge and interest in the unique and complex aspects of urban agriculture
- Experience operating and maintaining tools and farm equipment
- Valid driver’s license
- Ability to lift 50 pounds and take part in physical labor in all weather conditions
- Computer skills required to develop budgets, communicate with colleagues, use software to plan and track farm operations
- Ability to work independently and collaboratively
- Ability to work weekends and evening hours during peak growing season
- Commitment to mission and values of Frogtown Farm, including social justice and racial equity

**Preferred additional qualifications**
- Ability to speak other language(s). (English proficiency is required)
- Interest and commitment to establish and maintain relationships with all staff, representatives of local and state agencies, other community organizations and individual community members
- Working knowledge of organic farming standards and techniques
- Experience in permaculture-based agriculture
- Basic carpentry and mechanical skills
- Ability to manage assets resourcefully – equipment, labor etc.

**Physical Requirements**
- The ability to work outdoors in all weather, including cold, hot, windy, rainy, as needed.
- The ability to operate machinery and small engines.
- The ability to lift bags and supplies sometimes weighing 50+lbs

**DEADLINE:** Applications due by Sunday, March 14, 2021 at 5 pm. Expected hiring date is early April 2021.

**How to apply:**
Please send resume and cover letter describing your qualifications, experience and perspective on the position to hiring@frogtownfarm.org or mail to:
Frogtown Farm
Attn: Recruitment
941 Lafond Avenue, Bldg D
St. Paul, MN 55104

See more at www.frogtownfarm.org or on Facebook.

*Candidates from minority or marginalized groups or with multicultural backgrounds or experience are encouraged to apply.* Frogtown Farm is an equal opportunity employer. We actively foster an environment that is free of racism, discrimination, bias, and harassment; where all individuals are treated with dignity, safety and respect. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. For applicants with any special needs, Frogtown Farm will provide reasonable accommodation to complete the application upon request. To request an accommodation to support your participation in the application or interview process, please email to info@frogtownfarm.org with your request.