

Common Good City Farm Farm Manager Job Announcement



Common Good City Farm

Growing Food. Cultivating Community.

Common Good City Farm is a nonprofit organization founded in 2007 and has a mission to create a vibrant, informed, and well-nourished community through urban farming. Common Good's half-acre farm in DC's LeDroit Park is the principal site for programs providing hands-on training in food production, healthy eating, and environmental sustainability to people of all ages and backgrounds. Common Good programs include the following:

- **Food Distribution:** Including a Community Supported Agriculture Program, weekly Farm Stand, Value Added and Small Enterprise Program that sells herbs, specialty produce, and value-added products to local food producers.
- **Youth Education** programs at Common Good include an after school program for neighborhood youth, a hands-on experiential learning program for toddlers and their guardians, field trips for DC-area schools, and youth employment
- **Seed to Table Workshops** are hands-on workshops on a variety of food-related topics open to the public.

Farm Manager Position Summary

We are looking for an experienced production farmer capable of managing year-round sustainable small-scale vegetable production on our half-acre urban farm. A minimum of three years of on-farm experience is required. The position entails crop planning, growing and harvesting vegetables and small fruit, as well as working with volunteers and staff to distribute produce via a weekly Farm Stand and sales to local food businesses. This person is expected to manage a robust volunteer training program that provides hands-on learning to farm volunteers. The farm manager will join a small team of highly committed and talented staff. This position requires dedication and skill in intensive growing techniques, interacting with people from many different backgrounds, personal and professional maturity, creativity, and commitment to the vision and mission of Common Good City Farm. This is a full-time, year-round position with flexible scheduling and benefits.

Job Responsibilities

Job responsibilities of the Farm Manager, under the direction of the Executive Director and executed with support and assistance of Common Good staff and volunteers, include:

Farm Management

- Develop an annual plan for farm operations that addresses programmatic needs and grant deliverables.
- Develop and implement crop plan, planting, and harvesting schedule for each season (spring/summer/fall/winter), including greenhouse plant propagation, and four-season management of our high tunnel.
- Develop and execute a pest management plan and disease control plan.
- Plan and direct the day-to-day operation of the farm to meet the benchmarks and goals of the annual plan.
- Supervise and train volunteers of various skill levels. This includes leading volunteer groups of up to 30 individuals in large farm tasks.
- Track farm operations and data, including crop plans, harvest log, germination rate, planting schedule, growth tracking, compost production, and soil nutrient management.
- Maintain and supervise entries to farm journal; recording work, events, program content, and participation.
- Utilize sustainable organic agricultural methods, including weed management, integrated pest management, and development of soil structure through composting and other organic methods.
- Purchase materials and supplies for the operation of the farm.
- Food Safety Manager, responsible for maintaining FSMA compliance through certification, training, record keeping, and execution and updating of CGCF's Food Safety Plan.

Program Management and Support

- Develop and maintain a robust farm volunteer education program that focuses on knowledge and skills transfer, while providing the necessary support for farming.

- Supervise on-farm work for Youth Employees, and the Farm Assistant.
- Communicate available produce to program staff for the Farm Stand and Youth Education programs.
- Support and work in partnership with farm-based programs including Youth Education and Seed to Table Workshops. Assist in farm lessons and workshop instruction as needed.
- Contribute to the planning and support of community events.

Organizational Support

- Be a welcoming presence to youth and adult community residents, promoting active and broad participation by volunteers, program participants, and other stakeholders in a manner that supports relationship building between the farm and the community.
- Maintain accurate and up-to-date records of farm production and progress.
- Assist with preparation of farm reports for Board meetings and grant reporting.
- Represent Common Good City Farm at community meetings, events, and other outreach efforts.
- Cultivate and maintain relationships within the urban agriculture and local food systems communities.

Qualifications

The ideal candidate will have the following qualifications. However, not meeting all of these qualifications should not discourage you from applying. Please apply if you meet 70% or more of these qualifications. We will work with the candidate to obtain any necessary training, certifications, or experience.

- A minimum of 3 years of vegetable production using sustainable and regenerative agricultural practices, including plant propagation—urban agriculture experience is a plus.
- Experience or willingness to learn drip-irrigation systems.
- Comfort working in diverse neighborhoods across race, culture, and class differences.
- Excellent verbal and written communication skills and comfort with public speaking and presentations.
- Mature professional with a strong work ethic.
- Ability to work independently.
- Ability to create and build positive relationships with a wide variety of people and to invite and incorporate feedback.
- Experience with or willingness to learn safe and responsible organic pesticide and amendment application procedures.
- FSMA Certification or willingness to obtain FSMA Certification before the growing season begins.
- Willingness to work weekends and evening hours during peak growing season.
- Experience training and managing diverse groups of volunteers and community members.
- Ability to organize and maintain records and daily written reports.
- Ability to manage assets resourcefully—equipment, labor, etc.
- Knowledge of composting systems and fruit tree management preferred.
- Ability to budget and plan ahead.
- Passion for and knowledge of community development, healthy eating, sustainable agriculture, community food systems, and food security.
- Ability to lift 50 pounds and take part in physical labor in all weather conditions.
- Strong commitment to record-keeping, and experience with farm plan management.

Salary and Benefits

The salary range for this position is \$45,000 to \$53,500 with paid vacation and sick leave. Benefits include 100% health care coverage at the Gold tier level and employer contributions to an individual retirement account.

Application Process

Common Good is an Equal Opportunity Employer and encourages applicants from all backgrounds. Black, Indigenous, and other People of Color, and others from marginalized backgrounds are strongly encouraged to apply. Interested candidates should submit a letter of interest that summarizes their skills and experience and why they are interested in this role, along with their resume to jobs@commongoodcityfarm.org. Please submit your application by October 20, 2020. No phone calls, please.