



## Soil Production Manager Job Description

### Position Description

The fields at the Island Grown Farm are the heart of our regenerative land care program. This land is where we pour our energy into rebuilding soil health and demonstrate how regenerative practices can restore ecological functions while feeding and supporting a community.

The Soil Production Manager is responsible for implementing regenerative land care practices while growing abundant, nutrient-dense food in the fields and greenhouse soil systems at the Island Grown Farm. The Manager implements the vision of where we want our fields to go in terms of ecological health and land productivity, and works closely with the Regenerative Agriculture Consultant to continually develop and implement growing systems that will achieve our goals.

The Soil Production Manager oversees field-based staff and volunteers, and works with other Island Grown staff to coordinate donation and distribution of produce to community stakeholders. This position reports to the Farm Director.

Work days, hours, and schedules fluctuate with the season. This position averages 40 hours per week for the year.

### Primary Responsibilities

Field and indoor soil bed management—60%

- Responsible for all day-to-day tasks related to production of seedlings, vegetable crops, and cover crops on the Farm's 14 acres of production space in accordance with Island Grown's established systems and production goals.
- Responsible for the management of greenhouse soil beds that focus on intensive year-round production of greenhouse tomatoes and greens (arugula, kale, etc.).
- Coordinate produce distribution with the CSA/Harvest Coordinator, Farm Business Director, and Gleaning Manager accordingly.
- Maintain seedling greenhouse, wash and pack, soil bed growing space, and all related tools and equipment.
- Ensure the fields and soil beds are safe, presentable, and well maintained to optimize visitor and staff experience.
- Assist with infrastructure maintenance, repairs, or special projects as needed.

Planning and Data Tracking—15%

- Work with field staff to maintain clear records of production information, including planting dates, harvest dates, yields, daily tasks, labor hours, etc.

- Collaborate with Regenerative Agriculture Consultant to create crop, cover crop, and grazing rotational plans in accordance with production goals. Monitor and update plans throughout the growing season.
- Work with Regenerative Agriculture Consultant to research and develop metrics for tracking progress in soil health. Train field staff to assist in data collection and entry.
- Collaborate with the CSA/Harvest Coordinator on planning Summer and Winter CSA programs, and maintenance of harvest data through Island Grown's Local Food Marketplace (LFM) system and Google Sheets.

#### Staff development and oversight—20%

- Hire and manage all soil systems-based staff.
- Manage, lead, and delegate to field staff with an eye towards efficiency in their work supporting both field and soil bed production programs.
- Meet regularly with all staff members to ensure everyone understands the week's plans and priorities.
- Support staff professional development, training, and education in best practices in regenerative agriculture.
- Work with CSA/Harvest Coordinator and Farm Director to adhere to the Farm Food Safety Plan.

#### Administrative duties—5%

- Meet with the Farm Leadership Team monthly to ensure farm-wide coordinated plans, goals, and direction.
- Work with Farm Director to develop the annual soil-based systems budget, including planning ahead for capital needs.
- Track actual vs. budgeted expenses regularly and manage expenses throughout the season.

#### **The ideal candidate will have:**

- Extensive knowledge of vegetable production, with 5+ years experience in agriculture, preferably in the Northeast;
- Experience safely operating tractors and implements, preferably in a row-crop setting;
- Excellent interpersonal skills at all times;
- Experience fostering a positive, safe, and welcoming work environment for all employees, volunteers, and visitors;
- Experience training and managing employees and with leading a team;
- An eye for organization and efficiency;
- A positive attitude and desire to take initiative;
- A willingness to learn;
- The ability to repeatedly and safely lift 50 pounds and work in all weather conditions;
- Familiarity with Google Sheets preferred.

#### **Compensation:**

This is a year-round, salaried position. Starting pay is \$62-65,000 per year depending on experience. Benefits include paid vacation, sick days, personal days, and a \$3,000/year stipend that can be applied untaxed towards health care costs or retirement accounts, or as a taxed bonus.

*Updated 11/7/2022*

### **More About the Island Grown Farm:**

Martha's Vineyard has a well-earned reputation as a summertime vacation destination. The Island is full of striking natural beauty, with lots of walking trails, conservation land, and one-of-a-kind beaches that our employees are encouraged to explore during their time with us. The Island hosts a large summer population, and is home to a vibrant year-round community that is steeped in history. Visitors and residents alike love this place for its intense seasonality, beauty, and small-community atmosphere.

Our farm has been used for agriculture since at least the 1400's, but was acquired by Island Grown Initiative in 2012. 2019 was the first year we prioritized a transition to regenerative principles in our fields. We worked with eight acres to dramatically reduce soil disturbance, increase our use of ground covers and cover crops, integrate livestock rotations, utilize tarps to prepare planting beds and suppress weeds, and trial new systems of carbon and compost applications to boost soil health. The changes we've seen in soil health and crop productivity on this acreage have already been dramatic.

In order to help address growing community food insecurity brought on by Covid-19, we expanded our growing space from 8 to 14 acres in 2020. For the 2023 growing season, we will continue to utilize all 14 acres for crop production while furthering our experimentation and development of regenerative growing systems, including the creation of new tools and tractor implements to make these systems as labor-efficient as possible.

Much of the food we produce will be sold through both our summer and winter CSAs, our discounted price mobile farmer's market (which accepts SNAP and HIP benefits), and to a few wholesale outlets. About half of what we grow is distributed through our Island's food equity network, which supplies the food pantry, local schools, elder housing, prepared meals programs, and other community stakeholders.

Our farm is a community space, and farm staff will not only assist with all aspects of food production and soil health activities, but will interact with a broad swath of community members. This includes gleaners coming to help harvest food for donation to islanders in need, a diverse cast of local and visiting volunteers, and the rest of Island Grown's staff, who work on programs from food waste capture and composting to farm to school education. We are a busy, multi-faceted non-profit, and we hope to have more passionate food-system advocates join our team!