



Assistant Farm Manager

About Us

GreenWave is a nonprofit organization that is reviving coastal communities with a new type of regenerative ocean farming that uses zero inputs, has myriad ecological benefits such as carbon and nitrogen sequestration, and works to provide food justice and quality jobs in places that need it. GreenWave works with farmers to launch and scale their businesses through a mix of training and innovation. Our high-and-low touch training ranges from an online seed-to-sale Ocean Farming Hub and region-specific workshops to hands-on internships and participation in our farmer support network. Our innovation program works to scale markets and disseminate the latest farm, hatchery, and blue tech design throughout our farmer network.

Job Description

This position is an on-the-ground assistant farm manager at Thimble Island Ocean Farm, a multispecies regenerative ocean farm managed by GreenWave with sites in Branford and Groton, CT. Reporting to the Farm Owner/Executive Director and the Farm Manager, the Assistant Farm Manager will be responsible for supporting all activities that occur on the farm sites, with eventual autonomous management of the Groton farm site. This CT-based position will split time between GreenWave's Groton and Branford farm sites, and the New Haven office.

Responsibilities

- Vessel and equipment operation and maintenance – safely operate, clean, maintain, and repair and/or schedule repairs of farm equipment, vessels, and vehicles
- Gear prep and deployment – coordinating and executing the buildout, staging, and deployment of growlines and anchor systems, oyster cages, and related gear according to standards of quality and consistency set by the Farm Owner
- Outplanting – developing an annual crop plan according to production goals set by Farm Owner and CSF/market manager; forecasting seed needs; coordinating with GreenWave kelp hatchery as other hatcheries, as needed to procure seed; preparing gear; establishing an outplanting schedule; outplanting; and monitoring survival and productivity of crops
- Farming the crop/monitoring and maintenance – complete daily and weekly farm chores, including but not limited to performing growline/oyster cage/buoy/anchor and other gear inspections; changing gear, seasonally, as needed; monitoring and measuring growth; tracking, mitigating, and addressing biofouling; sorting/tumbling/washing oysters; transplanting; collecting environmental data; track relevant environmental and water quality alerts that may impact crop quality or harvest timing; keeping detailed records
- Harvesting the crop – projecting the harvest quantities and schedule; coordinating pick-ups/deliveries with CSF/market manager; harvesting in a systematic manner in accordance with HACCP and related safe handling guidelines; measuring and recording

sample weights and overall yields; maintaining invoices and sales records in coordination with CSF/market manager

- Record keeping – keeping farm data from seeding to harvest and maintaining up-to-date maintenance, HR, HACCP/ECOP (environmental codes of practice) & safety records; oversee and ensure that all lease, permitting, and associated paperwork is up-to-date and properly filed; prepare and submit renewal applications for leases, permits, and related approvals, as needed
- Safety, rules, and policies – educate staff and passengers about, exemplify, and enforce company rules, policies, and safety procedures
- Farm tours and workshops – maintain a farm tour and workshop schedule in coordination with GreenWave directors; review “run-of-show” for all tours and workshops with directors and communications coordinator; ensure all materials and supplies are appropriately staged, that boats are clean and at the dock at least 20 minutes before the scheduled tour time; present educational content, as required
- Education – participation in meetings within the company and outside of the company will be required; these range from organizational planning meetings to industry seminars and meetings
- Budgeting – developing a farm budget, being responsible for it, and staying under budget while maximizing farm production
- Communication – have a command of all farm operations, crop life cycles, and farm techniques, as well as of any research being conducted on the farm; maintain strong communication with other farm staff, management, maintenance and HR/Safety; regularly attend Shellfish Commission meetings and related events to keep key stakeholders apprised of farm activities
- Work with directors to develop long and short-range plans for the farm
- Maintain positive work environment and company morale
- Participate in company events, as needed

Required knowledge, skills, and abilities

- 3+ years of commercial fishing, kelp, shellfish, or other farming experience preferred
- General knowledge of Long Island Sound or coastal mariculture
- Demonstrated experience with vessel operation; Connecticut Safe Boating Certificate required, other certifications and captain's license a plus
- Proficiency in simple knot tying
- Well-organized, detail-oriented, and strong planning skills
- Strong communication skills (both verbal and written)
- Ability to work independently, at times with little direction
- Strong and sound decision-making skills
- Proficiency in Google Suite - Docs, Forms, Sheets, Presentations, GMail, and Cal; Microsoft Office – Word, Excel, and PowerPoint
- Strong technology understanding: ability to learn and work with both mobile and computer technologies
- Regular, reliable, predictable attendance
- Ability to work outdoors in ALL weather conditions

- 30 – 50 hours per work week; time of day is variable with the tides and crop schedules, and often includes full or partial weekends

Job & Safety Requirements

- Safety training required
- Pass training relevant to farm operations (HACCP, shellfish shippers, forklift, boat operator certification, CDL, etc.)
- Must have CT state boaters card and valid driver's license with a clean driving record to qualify for company insurance policy
- 21 years or older

Physical Demands

- Ability to sit, stand and/or walk on uneven terrain up to 8 hours per day
- The employee may be required to stoop, bend, kneel, twist, and squat 30 percent of the time
- The employee needs to be able to lift up to 50 lbs; regularly required to exert up to 20lbs of force, frequently required to exert up to 50 lbs of force, occasionally required to exert up to 125 lbs of force
- The vision requirements include: close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus
- Must be able to speak and hear well enough to communicate with co-workers, supervisors, and managers
- Must be able to use hands for repetitive simple grasping, pushing, pulling, and fine manipulation
- Must have agility and balance to safely climb on machines, boats, etc.
- Ability to drive approximately two hours per day to multiple locations

What We Offer

- Annual salary \$55,000-60,000
- Health and retirement benefits
- Generous paid vacation and holiday leave

How To Apply

Send your resume and cover letter to jobs@greenwave.org by July 24, 2022, with the subject line, "Assistant Farm Manager".

People of color, people with disabilities, veterans, and LGBTQ candidates are strongly encouraged to apply. GreenWave is committed to a diverse workplace, and to supporting our staff with ongoing career development opportunities. GreenWave is an equal opportunity employer and does not discriminate in its employment decisions. GreenWave provides reasonable accommodations to applicants and employees as required by law.
