Strength to Love II
Farm Manager job description

Job Title: Farm Manager

Compensation: $40,000 + paid leave, health insurance, and optional retirement plan

Schedule: 40 hours per week; full-time year round with seasonal variation as weather and harvest demand

Duties: Entails all management and operation of the 1.5-acre farm under the Strength to Love II (S2L2) program - a community-based program in west Baltimore’s Sandtown- Winchester neighborhood designed to employ citizens returning from incarceration and address food apartheid.

Duties include crop planning, planting, watering, weeding, harvesting, composting, hoop house maintenance and upkeep, pest management, ordering supplies, and supervision of paid and volunteer workers. This position includes full duties as described below and is performed under the direction of the Program Director of S2L2.

The S2L2 program is part of the community nonprofit Intersection of Change which is dedicated to addressing poverty related issues in west Baltimore. The farm manager must support the organization’s mission and social justice approach to food system change. Ideal candidates are comfortable working in a low-income community that deals with post-incarceration issues.

An understanding of food justice issues, African-American history and culture is essential. People of color, LGBTQ individuals, and people from other historically oppressed and marginalized communities are strongly encouraged to apply.

To apply: If interested, please submit your resume with cover letter by February 7, 2020 to:

Denzel Mitchell
Strength to Love II
denzelmitchell@s2l2.com

For more information call: 443.500.9667

Job Description:
• Manage all farm activities to ensure effective operation and production. Includes but is not limited to:
  o Compile an annual crop plan for the season based on historical sales trends that supports the needs of S2L2’s customer base and community partners
  o Create planting schedules and diagrams for staff to implement schedule
  o Planting, fertilization, cultivation, irrigation, pest-management, harvest, post-harvest handling, direct product marketing, invasive species removal, pruning, landscaping, operating and maintaining machinery, mowing, trash removal and small on-farm building projects
o Inspect fields, raised beds, high tunnels and other growing areas to determine maturity dates of crops and to estimate potential crop damage.
o Analyze soil fertility test results and determine best organic methods of increasing soil fertility
o Train and manage farm staff, interns, and volunteers assigned to the farm (including scheduling, orientation, timesheets, safe food handling, general safety, sustainable agriculture practices and principals, and leadership in day-to-day work)
o Plan, manage and oversee activities of on-farm volunteers in coordination with the volunteer coordinator and program director
o Lead workforce development participants when working at the farm
o Enforce all mechanical, chemical and food safety procedures and regulations
o Maintain and repair farm structures (greenhouse, high tunnels, etc.)
o Implement farm spending per the program budget

- Set farm goals, in conjunction with the farm operations committee, and submit reports to the program director on the status of those goals
  o Identify and correct issues impeding accomplishment of goals
- Coordinate with the program director on marketing strategies and plans then confer with wholesale purchasers and arrange for the sale of S2L2 produce
- Work with program director to ensure accuracy of invoicing to wholesale and institutional customers
- Record and provide program director with all necessary farm management data and information, such as planting and harvesting records, application of soil amendments, pesticides and fertilizers, source of seeds and plants, production costs, inventories, farm management practices, volunteer and paid hours, crop yields, sales and other information that may be required to obtain USDA Organic certification
- coordinate with program director for the purchase of machinery, equipment, and supplies to meet and maintain program goals in accordance with budget
- coordinate with program director on hiring of farm staff and conduct their quarterly performance evaluations
- Submit bi-weekly records of time worked by all farm staff for payroll
- Document the farm with pictures to provide content for the farm’s social media presence
- Work with program director as well as executive director and resource developer of Intersection of Change to analyze capital needs of the farm, evaluate financial statements, create annual budget and propose budget adjustments
- Send a weekly field report to the program director

Preferred Qualifications (Experience and Education):
- Bachelor’s degree in agriculture, horticulture, botany, chemistry, business management or a related field from an accredited college or university or commensurate education with Master Gardener Certification.
- Three years of farming experience, including at least 2 years of organic and/or sustainable, toxin-free farming growing practices, methods and protocols.
- At least 1 year of experience in managing agricultural operations.
- Demonstrated commitment to sustainable agricultural production.
- Knowledge of advanced small-scale vegetable production, year-round high tunnel production and greenhouse propagation.
- Expertise with farm equipment and machinery, including seeder, irrigation equipment, harvesters and scales
- Basic computer skills and knowledge.
• Highly motivated, self-starting individual, with the ability to train others in farm operations.
• Works well in an urban setting and understands the issues and effects of returning citizens, over-policing, poverty, racism and lack of opportunities in a neglected urban neighborhood.
• Able to interpret and apply rules and regulations related to farm operations and food production.
• Strong leadership, organizational, collaborative and time management skills.
• Excellent verbal and written communication skills.
• A valid Maryland non-commercial or equivalent out-of-state license.
• Must be able to lift at least 70 pounds
• Must be able work in extreme temperatures and adverse weather conditions
• Must be able to maintain a flexible schedule that includes weekends

Strength to Love II works to build self-reliance, food security and food justice in the Sandtown-Winchester community in Baltimore City. Learn more at: www.s2l2.com