



## Farm Production Manager

**Department:** Food and Farm Program

**Reports To:** Farm Production Senior Manager

### Who We Are

The Vermont Youth Conservation Corps' Food & Farm Program is a dynamic youth development, diversified agriculture and food security initiative. We engage young people in organic farming and food education on our historic 400-acre campus in Richmond, Vermont. Annually, the program produces 11 acres of organically certified vegetables, and meat and eggs from hundreds of pasture-raised chickens, which are distributed to over 400 families through the Health Care Share.

The Health Care Share is a public health initiative that connects Vermont families who experience barriers to accessing locally grown produce or have a diet-related illness with a weekly vegetable share they pick up at partnering medical centers. Each year the program provides employment opportunities to youth and young adults who assist in the daily operations of the farm. Additionally, the program has a robust food education component that connects the work we do in the field and the food on our plates, by preparing lunch from the farm every workday in the summer and sharing celebratory meals sourced from our farm with the larger community.

### Position Overview

The Farm Production Manager is responsible for the day-to-day operations of an 11-acre organic vegetable and livestock farm. The Farm Production Manager will work closely with two other Farm Production staff to oversee farm systems, manage vegetable production and animal tasks, and ensure that the farm provides meaningful service and learning opportunities for youth, young adults, staff and volunteers of all backgrounds. The majority of youth and young adults who come to work on the farm have little to no farming experience. The Production Manager provides essential mentorship and in-field instruction for everyone on the farm, guiding them in daily production tasks. The Farm Production Manager also helps maintain and improve farm infrastructure, including equipment, hoop houses, coolers, and barns.

### Essential Functions:

The core responsibilities listed below are all in collaboration with the Farm Production Team. Leadership in each of these areas will be determined as a team based on interest, skills and experience.

### *Farm Production*

- Manage all aspects of vegetable production including soil management, field preparation, propagation, planting, pest and disease management, weed management, harvesting, and post-harvest activities
- Support all aspects of livestock production on the farm including brooder management, poultry pasture systems, chicken processing, and daily chores
- Maintain and model safe use of farm infrastructure including fencing, irrigation, hoop houses, tractors, mowers, power tools, barns, coolers, and processing equipment
- Collaborate on purchasing and maintaining tools, supplies, seeds, feed, and equipment
- Maintain regular and thorough records of production, harvest, and sales
- Draft and refine Standard Operating Procedures (SOPs) for various aspects of production
- Identify and explore generating new revenue for the farm
- Identify and explore opportunities for expanding production throughout the season, including winter growing

### *Program Support*

- Design and lead farm production training sessions for Corps Members
- Support programming on the farm by leading volunteer groups and working with crews in the field
- Train and model safety protocols for different tasks on the farm, including tractor and mower trainings and tool maintenance
- Work with the Farm Production Team to develop daily work plans for crews and volunteers
- Supervise seasonal Leaders with goal setting, regular check-ins and work-planning.
- Mentor Crew Members and Leaders, instructing them in specific farm tasks and engaging them in learning about all aspects of the farm
- Participate in rotating chore schedule (occasional after hours and weekends)

### **Who We are Looking For**

The following list of skills and experience is for an ideal candidate. If you're excited about this role but your experience aligns with most but not all of what is listed below, we encourage you to still consider applying!

- A minimum three seasons of experience on a production-oriented organic mixed-vegetable farm
- Experience leading farm system planning, crop planning and production, marketing and sales, and tractor and/or farm equipment operation
- Experience maintaining a safe farm working environment, including an understanding of food safety protocols and the safe use and maintenance of mechanical equipment such as tractors
- Strong communication skills, including speaking, listening, and writing
- Experience working in teams with shared leadership, decision-making, and problem solving
- Experience or an enthusiasm for teaching and working with diverse teams of young people including staff, Corps Members, students and volunteers

- Demonstrated commitment to creating and maintaining working and learning environments that are welcoming and inclusive.
- Flexible, motivated, responsible and able to handle multiple, often competing, priorities
- Willing to both take direction and work independently
- Available to work occasional nights and weekends, attend program events as needed.

## **Our Workplace**

This position is based out of the Vermont Youth Conservation Corps campus in Richmond, VT. Our open office offers staff opportunities to interact and collaborate. Staff members can balance working remotely and on-campus in collaboration with their team schedule, tasks and all-staff gatherings. Successful staff are able maintain focus and productivity, balance personal initiative and independence, and plug into our team in ways that help us do our best work as an organization.

## **Compensation & Benefits:**

**Position Status:** Full-time, Year-Round, Exempt

- ⊗ Starting salary for this position is \$45,000, commensurate with experience. Exempt from overtime.
- ⊗ Medical and dental insurance; Health Savings Account (HSA) with matching contribution; disability and group life insurance (once eligibility criteria are met)
- ⊗ Simple IRA with matching contribution (once eligibility criteria are met)
- ⊗ Annual paid time off (PTO), paid sick time
- ⊗ One-week paid closure in November for all staff (in addition to PTO)
- ⊗ Ongoing professional development
- ⊗ Annual gift card to the VYCC farmstand (organic produce and eggs)

## **How to Apply**

Please complete our VYCC General Application (<http://bit.ly/VYCCapp>), to which you'll upload a cover letter, resume, and contact information for three professional references. Questions regarding this position can be directed to Christine Hadekel at [Christine.hadekel@vycc.org](mailto:Christine.hadekel@vycc.org). No calls, please. Position is open until filled.

## **Equal Opportunity at VYCC**

Don't think you meet all of the requirements for the position? Please apply anyway! VYCC is dedicated to building an inclusive, diverse, equitable, and accessible work environment that fosters a sense of belonging. You may be just the right candidate for this role or another one of our openings! VYCC is proud to be an Equal Opportunity Employer.