



Job Title: Farm Manager

Type: Exempt, Full Time, Seasonal Salaried Position

Start Date: February 3, 2025

Hours: 50 hours a week 5-6 days per week, alternating during peak season, April-October.

Rate: \$55,000 per year. Compensation with benefits package includes fully paid health and dental insurance starting at 30 days. Additional benefits in the form of paid professional development, some meals plus vegetables and groceries.

Supervision: Farm Director and Executive Director - Fatuma Emmad

Who We Are: FrontLine Farming (FLF) is a nonprofit food and farmer advocacy organization focusing on food growing, education, sovereignty and justice. We grow high quality, organic food which supports fair wages for our farmers and is distributed through CSA shares, sliding scale sales at farm stands and donations to a variety of non-profit partners. The mission of FLF is land based in support of our farmers growing food with a focus on creating greater equity across our food system on the Front Range of Colorado. We specifically seek to support and create greater leadership and access for women and people of color in our food systems. We achieve these goals through growing food, listening, educating, honoring land and ancestors, policy initiatives, and direct action.

Role: Under the general direction of the Farm Director, this position works in all aspects of sustainable food production. In coordination with other Farm Managers, this position will supervise one of our three farm sites including crop plans and implementation, on-site team management, crop health and pest management, volunteer and programmatic schedules, food harvesting and packing, compost production and purchasing for their site. Additionally, supporting other site managers through team work as needed. This position is empowered to ensure the sites function at peak production and works in companionship and collaboration with farmers and our other sites. This successful candidate will advance the mission of FrontLine Farming and will communicate confidently and effectively about programs, services, goals and values. This space and opportunity is geared toward Black, Indigenous, People of Color and womxn.

POSITION RESPONSIBILITIES

The following responsibilities are essential functions of the position. Successful job applicants will be able to perform these essential functions with minimal supervision:



Farmland Management

- Plan, implement and maintain crop plans, farmland development, IPM and crop health procedures, irrigation system.
- Ensure farm sites have adequate materials to function with efficiency and within a budget.
- Horticultural care and maintenance in all aspects of planting, cultivating, and harvesting of crops, with care toward quality control.
- Maintain working knowledge of farm site production to account for donations & distribution needs.
- Communication through text during work days including updating Farm Director and other team members.

Produce Distribution

- Ensure successful CSA share packaging every week as well as providing produce for pop-up farm stands in coordination with FLF farm leadership, other farm managers, seasonal farmers and market manager.
- Ensure site safety and cleanliness including safe food handling practices.
- Filling in for market stand staff on an as-needed basis.

Staff, Student and Volunteer Management

- Provide daily work plans for on-site staff and ensure scheduling needs are met in coordination with other Farm Managers and Farm Director.
- Identify and lead skill improvement in the field; act as a leader to keep staff morale high and accomplish daily tasks.
- Provide supplemental education (experiential and classroom learning) to Beginning Farmer team - led by Education Programs and Youth Coordinator.
- Lead daily check in and check out with staff and volunteers.
- Manage and develop positive relations with volunteers, customers, and farmers.
- Attendance and leadership at weekly Farm Manager meetings.

Data and Reporting

- Digital data entry and reporting on farm outcomes, including harvest totals, seed and transplant dates, pest and disease management plans and amendment applications as directed by FLF Data Activist.
- May be asked to provide supporting data on volunteer or program participant attendance as requested by Education Programs Manager.



Shared Mission and Vision

- Personal commitment to, and ability to educate others about, food justice, racial justice and FrontLine Farming's mission.
- Develop positive relations with the surrounding community and navigate challenges that arise with an asset-based approach (ie. houseless populations, disputes with neighbors).
- Monthly attendance at local meetings; Participation in farm-related groups such as Mile High Farmers and National Young Farmers; staying informed and connected to what is going on in the Front Range around farming.
- Attend and assist with implementation of organizational events and activities.

IDEAL CANDIDATE PRACTICES

- Clear, solution-oriented, and respectful communication (written, digital and verbal) with leadership, co-workers, farm staff, volunteers, customers and visitors.
- Leading by example with work ethic, punctuality, and professional demeanor.
- Self-direction and initiative, with demonstrated attention to detail.
- Working collaboratively in a team environment and comfortable working with diverse groups of community stakeholders.
- Ability to successfully coordinate multiple concurrent projects and prioritize appropriately.

POSITION QUALIFICATIONS & SKILLS

- 5+ full seasons as a farmer at a vegetable farm, preferably with sustainable farming practices
- 3 years management of crop planning
- 2 years management of employees
- Training in correct use of farm equipment
- Knowledge of safe handling of farm elements including, but not limited to: decomposing plant material, fish waste, finished compost, bacteria, fungus, insects, and fertilizers.
- Proficient with Google Suite, and a willingness to learn and adopt new software and online tools.

The following qualifications could substitute for some years of farming experience:

- General carpentry
- Diesel repair and maintenance
- Plumbing or Electrical expertise



PHYSICAL DEMANDS

- Ability to physically work within a variety of weather conditions (i.e. working outdoors for 9+ hour days, in diverse weather conditions (20-105°F), rain and snow.
- Frequent lifting and carrying of up to 50 pounds.
- Requires crouching, kneeling, standing, and stooping and reaching.

SALARY AND BENEFITS

The base salary range is \$55,000 depending on level of experience. We have an equitable salary structure that takes into consideration dedication to the work, skills and responsibilities as well as ensuring salaries are sustainable for the organizational budget.

Benefits:

- Paid health and dental insurance worth \$5,858 per year
- 6 weeks PTO vacation (accrued after the season ends in November)
- Paid sick leave
- Work phone number separate from personal number
- Farm skills and professional development support
- Field trips and herbal education classes
- Workers compensation coverage
- Food and groceries on ongoing basis
- Roth IRA account

Continued employment at FrontLine is dependent on mission alignment and work ethic. We conduct informal reviews after the first month, 3 months and after the first year to determine whether FLF and the new hire are still aligned.