

## FARM MANAGER

**Supervisor:** Director of Farm Operations

### About Project GROWS

Project GROWS (PG) is a 501(c)3 nonprofit educational farm with a mission to improve the overall health of children and youth in Staunton, Waynesboro, and Augusta County, Virginia. We cultivate health by connecting children to nutritious food through 1) hands-on, garden-based education and 2) access to healthy local food.



Project GROWS cultivates 4 acres of mixed vegetables and perennial fruit on our 10-acre farm in the rolling hills of Augusta County, Virginia where we grow 15,000+ pounds of food each year. A portion of our produce is donated or used in educational programs and the remaining is sold in order to sustain our programming. We sell produce to local public schools, Boys and Girls Clubs, and CSA members; at farmer's markets; and wholesale to restaurants. Project GROWS manages a 30-member Community Supported Agriculture (CSA) program and two local farmer's markets (North Augusta and Waynesboro Farmer's Markets). Both of our markets accept SNAP benefits (Supplemental Nutrition Assistance Program) and offer a matching program for families using their SNAP benefits at the market. We operate a youth-run farm stand in partnership with the Boys & Girls Club of Waynesboro and sell our produce at The Farmer's Market @ the Health Department in Staunton where we serve low-income families participating in the Supplemental Nutrition Assistance Program for Women, Infants, and Children (WIC). We partner with 22 local organizations annually to serve 5,900+ youth with gardening, nutrition, and cooking education.

### General Statement of Responsibilities

The Farm Manager will work closely with the Director of Farm Operations, Associate Director of Farm Operations, and the farm crew on all aspects of organic/ecological fruit and vegetable production at the farm including:

- crop planning, planting, harvesting, weeding, pest and nutrient management, building soil health, irrigation, and post-harvest handling
- maintaining the highest standards in food safety practices including obtaining necessary certifications
- establishing and maintaining wholesale relationships as well as coordinating CSA deliveries and other produce sales and donations
- record keeping
- farm tool repairs and light building projects
- equipment maintenance
- maintaining organization of tools and supplies
- attend weekly PG team meetings and farm team meetings

The Farm Manager will be directly responsible for the following:

- creating and managing weekly farm task lists
- working independently on the farm
- leading small groups of staff and volunteers in farm work
- maintaining harvest and sales records

In addition to on-farm production responsibilities, the Farm Manager will assist the Project GROWS team with:

- Staffing farmer's markets including the Farmer's Market @ the Health Dept
- community and special events as needed
- administrative tasks as needed
- hands-on garden, nutrition, and cooking education as needed (field trips, summer camps, farm-to-school events, etc.)

## **Minimum Qualifications**

- Strong knowledge of organic/ecological growing methods
- Minimum two years experience in organic/ecologically grown vegetable production
- Excellent communication and leadership skills, ability to work well with a variety of customers and community members, including youth from diverse backgrounds
- Strong interpersonal skills including a strong work ethic and positive attitude, collaboration, receptiveness to feedback, and conflict management
- Detail-oriented with considerable attention to order, cleanliness, and an ongoing commitment to improving systems
- Problem-solving skills and ability to adapt to changing conditions
- A track record of success working in a cooperative team environment requiring a high level of planning, communication, and documentation
- A desire to produce food of the highest nutritional, culinary, and ecological quality.
- A desire to continue to learn and grow as a person and farmer. Continuous personal and professional development is encouraged and supported at Project GROWS.
- Must be able to lift 50+ pounds regularly. The Farm Manager will be expected to model safe lifting techniques, lead pre-work stretching and exhibit healthy and safe working habits.
- Must be comfortable working outside including during hot, cold, and inclement weather.

## **Preferred Qualifications**

- Experience with machinery and power equipment including BCS walk-behind tractor with implements and riding tractor with implements
- Supervising experience and the desire to train, mentor and work alongside interns and high school staff
- Experience with greenhouse management
- Knowledge of the principles of soil biology, low-till crop production, permaculture, growing perennials, using cover crops and, utilizing living mulches, incorporating stale/false seed beds, composting, soil testing, and other growing methods

## **Other Requirements**

- Cell phone communication
- Reliable transportation
- Valid operator / driver license and clean driving record
- Criminal, child protective service and state police background checks will be required for final applicants
- Compliance with pre-employment drug screening and ongoing compliance with random screening
- Compliance with Covid-19 protocols established by PG to ensure health, safety and welfare of all parties
- Ability to work independently and as a key part of the Project GROWS team

## **Compensation**

This is a seasonal position assuming a 40-hour work week beginning March 1, 2021, and ending October 31, 2021. Salary is \$15 per hour. Benefits include personal use time, holidays, accrued paid vacation time, worker's compensation coverage, share of farm produce and the opportunity to work with an engaged, supportive team. This position may require occasional weekend and/or evening work.

## **How to Apply**

Please send resume, cover letter, and three professional references to Laura Faircloth, Director of Farm Operations, [laura@projectgrows.org](mailto:laura@projectgrows.org). Questions? Please email [laura@projectgrows.org](mailto:laura@projectgrows.org).

*Project GROWS is committed to inclusion, trust, respect, and a collaborative work life. We are committed to being rooted in and of our communities where we serve. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.*

**For more information about Project GROWS, visit [www.projectgrows.org](http://www.projectgrows.org)**