



FARM ALLIANCE
OF BALTIMORE

A vibrant collective of urban farms

Farm Alliance of Baltimore

The mission of the Farm Alliance of Baltimore is to use connection, resource sharing, and collective advocacy with respect to food, land, and water to expand communities' self-determination and power.

Farm Manager

Reports to: Executive Director
Evaluation: Annual evaluation by the Executive Director
Classification: Exempt, Salaried
Hours of Work: Full-Time

Overview:

The Farm Alliance of Baltimore (FAB) is a membership organization of urban farms, neighborhood growers, and friends. We aim to create and maintain a healthy food system for all through farming practices that enhance environmental and workplace quality for our farmers and our communities.

Job Summary:

The Farm Manager oversees all operations at the Black Butterfly Farm (BBF), FAB's demonstration and teaching farm in Farring-Baybrook Park. This role balances hands-on farm work with strategic leadership, program oversight, and community engagement. The Farm Manager supervises the Production Coordinator, Lead Farm Crew Member, and other seasonal farm staff, ensuring that production, education, and distribution goals are met.

Key Responsibilities:

1. Farm Production & Operations:

- a. Oversee production and harvest across all fields, high tunnel, and greenhouse production areas.
- b. Implement and demonstrate sustainable growing practices for soil health, pest management, irrigation, and crop rotation.
- c. Maintain production records, track inventory, and monitor crop quality to meet distribution and sales standards.
- d. Ensure compliance with Good Agricultural Practices (GAP), food safety, and workplace safety protocols.
- e. Coordinate operational needs and budgets with the Executive Director, including major purchases and resource allocation.

2. Farm Staff Oversight and Development

- a. Recruit, hire, and onboard farm staff, including safety and job orientation.
- b. Provide coaching and ongoing skill development; identify and coordinate training opportunities.
- c. Develop and manage work schedules; adjust staffing levels as needed for production and weather.
- d. Foster a respectful, inclusive, and team-oriented environment.
- e. Hold regular check-ins and team meetings to maintain communication.
- f. Monitor performance, approve timesheets, and track hours and overtime.

3. Education & Community Outreach:

- a. Coordinate workshops, tours, and educational programs under the Black Butterfly Urban Farming Academy in collaboration with FAB program staff.
- b. Represent FAB and BBF to community members, partners, and funders.
- c. Collaborate with staff to strengthen farm operations and educational programs, aligning them with long-term goals for growth, sustainability, and community impact

4. Sales & Distribution:

- a. Oversee post-harvest handling, inventory, and produce distribution to partners and markets.
- b. Maintain relationships with buyers and community partners to support farm sustainability.
- c. Coordinate deliveries and logistics; occasionally work Saturday farmers markets.

Education: Bachelor's degree in agriculture, horticulture, environmental science, or related field preferred but not required.

Required Qualifications:

- 3–5 years of experience in farm management, urban agriculture, or production agriculture.
- Experience supervising staff in a farm or agricultural setting.
- Knowledge of sustainable agricultural practices, soil health, pest management, irrigation, food safety, and safe equipment use.
- Strong organizational, communication, and leadership skills.
- Excellent communication and interpersonal skills, with the ability to engage with diverse stakeholders and community members.
- Flexibility to work evenings and weekends during peak seasons.
- Familiarity with Google Workspace.
- Valid driver's license (held for at least one year), clean driving record, and willingness to drive a cargo van for produce transport.
- Demonstrated commitment to social and environmental justice and the [mission and values](#) of the Farm Alliance of Baltimore
- Knowledge of Baltimore's urban agriculture landscape and local food systems is preferred.
- Must pass a background check in compliance with federal, state, and local laws.

Physical Demands & Work Environment:

- Requires extended periods of standing, walking, squatting, and manual labor on uneven terrain; frequent lifting of equipment, tools, and produce (up to 50 lbs).
- Requires working both outdoors on the farm and in person at FAB's office on planning, reporting, and administrative tasks.

Compensation and Benefits:

This is a full-time, salaried position with a salary range of \$60-65k, depending on relevant experience and education.

FAB offers a comprehensive benefits package designed to support your health, well-being, and professional growth, including:

- Generous paid vacation and sick leave package
- At least 13 paid holidays per year
- Medical, dental, and vision coverage
- Employer-paid life insurance, short- and long-term disability
- Optional non-matching 403(b) retirement plan participation
- Healthcare reimbursement and workwear/gear stipends
- Professional development opportunities
- Access to farm produce as available

To Apply:

To apply, fill out our [online Google Form](#) application by **December 1st**. The ideal start date is in mid-January.

Equal Opportunity Employer:

The Farm Alliance of Baltimore is an equal-opportunity employer. We encourage applications from all qualified individuals and do not discriminate, and will not tolerate discrimination, on the basis of race, ethnicity, color, religion, sex, pregnancy, gender, gender identity or expression, national origin, sexual orientation, age, ancestry, genetic information, political affiliation, physical or mental disability, military or veteran status, or any other protected status under federal, state, or local law. Our employment decisions are made solely based on qualifications for the position.

We especially encourage people of color, women, and others with marginalized identities to apply for a position that aligns with their experience, skills, and willingness to learn. We do not expect anyone to be a 100% perfect fit. If you meet at least 80% of the qualifications for a position and are enthusiastic about the opportunity, we encourage you to apply. We value a diverse workforce and an inclusive culture.