



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.

Collective Sales 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 community supporters working to build a healthy and equitable food system through urban agriculture. FAB supports Baltimore growers through education, resource sharing, collective advocacy, and market opportunities.

Job Summary:

The Collective Sales Manager leads the ongoing growth and development of FAB's collective sales and market access program. The role identifies and manages opportunities to expand market access and revenue for member farms and the Black Butterfly Teaching Farm through farmers markets, wholesale accounts, institutional food buyers, and other local markets. The program includes FAB's longstanding presence at the 32nd Street Waverly Farmers Market, the future Black Butterfly Farm Stand, and partnerships with food banks, food access organizations, restaurants, and other local food buyers. The role oversees sales, aggregation, inventory, distribution, market operations, and buyer relationships across these outlets and partnerships.

The Collective Sales Manager works closely with FAB's farm, education, and programs teams to connect growers with market opportunities, strengthen sales systems, and develop new partnerships. Through this work, the role helps increase revenue for farmers while expanding access to locally grown food in Baltimore.

Key Responsibilities:

1. Collective Sales & Market Operations

- a. Lead FAB's collective sales program, overseeing existing market channels and identifying opportunities to expand market access and sales outlets for products grown by FAB member farms and the Black Butterfly Teaching Farm, including the 32nd Street Waverly Farmers Market, Black Butterfly Farm Stand, food banks, restaurants, and other local buyers.
- b. Oversee produce aggregation, inventory management, quality control, and distribution to ensure efficient operations and reliable fulfillment across sales channels.

- c. Build and maintain strong relationships with buyers, responding to customer needs and ensuring reliable, high-quality service across sales outlets.
- d. Supervise the Collective Sales Assistant, who supports aggregation, deliveries, and sales logistics. Coordinate and train additional staff and FAB members to support market operations, including staffing the 32nd Street Waverly Farmers Market.

2. Program Systems & Administration

- a. Develop and maintain systems and standard operating procedures for the end-to-end sales process, including product availability, ordering, aggregation, inventory, fulfillment, distribution, and customer communication, while improving efficiency and transparency.
- b. Monitor sales, customer, and program data to evaluate results, support financial and grant reporting, and identify opportunities to strengthen market access, revenue, and program effectiveness.
- c. Collaborate with FAB staff to coordinate workflows, communications, and collective sales activities in support of farm production, education programs, member engagement, and organizational priorities.

3. Partnerships & Community Engagement

- a. Maintain regular communication with FAB member farms, buyers, food access partners, community organizations, and other local food system stakeholders to coordinate sales opportunities, respond to customer needs, and support revenue for growers.
- b. Work closely with the Urban Agriculture Education Manager to connect farmer training programs with real-world market access opportunities and support emerging growers in building successful farm businesses.
- c. Coordinate community engagement for the Black Butterfly Farm Stand by building awareness, maintaining communication with residents, schools, and neighborhood organizations, and fostering a welcoming, community-centered experience.
- d. Represent FAB at farmers markets, community events, partner meetings, and other food system gatherings.
- e. Support the continued development of FAB's long-term vision for shared food infrastructure, including future aggregation, storage, and distribution capacity.

Education: Bachelor's degree preferred but not required. Relevant experience in food systems, agriculture, market access, sales, operations, logistics, supply chain management or community-based programming may be considered in place of formal education.

Required Qualifications:

- 3–5 years of relevant professional experience in food systems, agriculture, food distribution, sales, logistics, operations, or a related field.
- Experience building and maintaining relationships with customers, community partners, vendors, farmers, or other stakeholders.
- Experience coordinating or managing programs, projects, or multi-faceted operations with multiple stakeholders.
- Experience managing sales, inventory, logistics, or operational systems and developing efficient workflows.
- Strong organizational, communication, and relationship-building skills, with the ability to manage multiple priorities and deadlines.

- Ability to work independently and collaboratively, adapt to changing needs, and develop creative solutions.
- Proficiency with Google Workspace, spreadsheets, and data tracking or inventory management systems.
- Valid driver's license and acceptable driving record, with the ability to safely operate vehicles for local deliveries.
- Demonstrated commitment to food justice and alignment with FAB's mission.

Preferred Qualifications:

- Knowledge of Baltimore's urban agriculture and local food systems, particularly community-based food access efforts.
- Experience with farmers markets, farm-to-institution sales, wholesale, food hubs, or direct-to-consumer agriculture.
- Experience supervising, training, or coordinating staff, interns, volunteers, and contractors.
- Experience with grant-funded programs, reporting, compliance, or funder communications.

Schedule:

This is a full-time, 40-hour per week position with a typical Tuesday–Saturday schedule. The schedule may vary seasonally based on market and distribution needs. The Collective Sales Manager will work approximately three Saturday shifts per month at the 32nd Street Waverly Farmers Market, with occasional evenings for community events, farm stand activities, partner meetings, or organizational programming

Physical Demands & Work Environment:

The Collective Sales Manager will regularly work across FAB locations, including the FAB office, Black Butterfly Teaching Farm, shared refrigeration and storage spaces, farmers markets, and partner locations throughout Baltimore.

The role requires regular travel, product handling, loading and unloading vehicles, setting up market and farm stand operations, and moving supplies and equipment. The position requires extended periods of standing, walking, lifting, and working outdoors in varying weather conditions. The ability to frequently lift and transport items weighing up to 75 pounds is required.

Compensation and Benefits:

This is a full-time, salaried position with a salary range of \$65-70k, 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 14 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, complete our [online Google form](#) application. Applications will be evaluated on a rolling basis. The ideal start date is **mid-October 2026**.

Equal Opportunity Employer:

The Farm Alliance of Baltimore is an equal-opportunity employer. We encourage applications from all qualified individuals and do not discriminate, nor 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. Employment decisions are based solely on qualifications and organizational needs.

We especially encourage people of color, women, and others with marginalized identities to apply. We recognize that candidates may hesitate to apply unless they meet every qualification, but we encourage you to consider this role if your lived experience, skills, and interests align with our mission. Because skills can grow, we value commitment and curiosity just as much as experience. We value a diverse workforce and an inclusive culture.