

Farm Education and Production Manager Job Description

Farm Alliance of Baltimore–Black Butterfly Urban Farmer Academy

January 2022

General Purpose of Position

The purpose of this position is to manage the production at the demonstration and teaching farm at Farring-Baybrook Park in Baltimore City. This person will lead farming activities at the farm and serve as a mentor to the Black Butterfly Urban Farming Academy (BBUFA) trainees. This position will also be responsible for classroom instruction to trainees. This position reports directly to the Co-Executive Directors. **Job to begin in January of 2022. Position is open until filled.**

Essential Duties of the Farm Education and Production Manager

- Plan and coordinate seasonal growing intentions with Co-Executive Director annually
- Planting and attending to field crops; market garden, bulk crop field and small-grains fields.
- Supervising the harvesting of crops with trainees and Production Assistant
- Train BBUFA trainees in basic and intermediate farming techniques
- Analyze soil tests and conditions to determine seed and fertilizer choices to maximize production
- Inspecting fields to determine maturity dates of crops
- Analyze and report annual capital needs (equipment, supplies, seed, fertilizer, etc)
- Direct Black Butterfly Urban Farming Academy (BBUFA) trainees to accomplish the weekly tasks on farm
- Maintain farm data collection systems, files and records and provide reports when needed
- Act as ambassador and liaison for the Farm Alliance of Baltimore with the farm's neighbors, passersby, and members of the community in Curtis Bay
- Speak with membership of the Farm Alliance of Baltimore at monthly meetings about progress at the farm and in the BBUFA program as needed
- Promote the farm in the community, including appearing at community and school events as needed on behalf of FAB
- Lead tours of the farm for funders and community members and FAB members as needed
- Help to design elements of the farm, including fencing and other elements
- Monitor the quality of harvested produce & ensure that acceptable quality produce is prepared for sale.
- Train interns, trainees and volunteers in post-harvest handling techniques
- Communicate with production assistant as directed from executive staff
- Collaborate with co-executive director to recruit and accept trainees
- Attend staff training and weekly staff meetings

Preferred Experience and Education

Two years experience of managing a farm. Knowledge of sustainable and regenerative agriculture practices, Integrated Pest Management principles and practices, National Organic Program (NOP) rules, plant propagation and culture methods, soil and growth media preparation a must.

Working knowledge of farm chemicals (including fertilizers and pesticides) and correct use of related equipment.

A bachelor's degree in Horticulture or related field, with complete course work in plant physiology, plant anatomy, genetics, botany, and chemistry, or equivalent Master Gardener Certification, or a combination of education and experience.

Advanced farming technical skills that include being familiar with and the ability to operate common small farm equipment such as broadfork, seeder, harvester, walk-behind tractor and digital scale.

The manager is expected to hold a valid Maryland State driver's license.

Must be able to lift 50 pounds, work in high temperatures during summer months and cold during winter. Requires the ability to work weekends, holidays, as needed.

Must be able to work during periods of adverse weather and during emergencies.

Compensation and Benefits

This is a full-time salaried position at 37.5 hours per week. The salary range begins at \$43,500 depending on experience and education.

Benefits: We work a full-time schedule of 37.5 hours per week with 13 paid holidays a year. We provide a generous paid vacation and sick time package, plus a 403b retirement account and a healthcare reimbursement benefit. We value and respect our employees' work-life balance and strive to maintain a positive work environment. All staff are eligible for professional development opportunities and conferences. We work in a quiet office (normally fewer than 10 people at a time) with access to a kitchen with microwave, sink, and full-size refrigerator and a classroom/board meeting space for larger meetings with farmers and trainees.

EEO Statement: The Farm Alliance of Baltimore does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

TO APPLY: Send resume and cover letter to: Denzel@farmalliancebaltimore.org