



**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.*

### **Urban Agriculture Education Manager**

|                        |   |
|------------------------|---|
| <b>Reports to:</b>     | Executive Director                          |
| <b>Evaluation:</b>     | Annual evaluation by the Executive Director |
| <b>Classification:</b> | Exempt, Salaried                            |
| <b>Hours of Work:</b>  | 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 is developing a multi-tier urban agriculture training pipeline that includes introductory workshops, cohort-based farmer training, and an emerging farm business incubator to support the next generation of growers in Baltimore.

#### **Job Summary:**

The Urban Agriculture Education Manager leads FAB's educational portfolio under the Black Butterfly Urban Farming Academy (BBUFA). Named in honor of Dr. Lawrence Brown's work on Baltimore's racial geography, BBUFA equips new and emerging growers with the skills, knowledge, and support needed to thrive through three interconnected programs:

- **Field School:** seasonal series of introductory workshops
- **On-Farm Fellowship:** intermediate cohort-based training experience
- **Business Incubator:** advanced support for emerging farm enterprises

This role provides strategic and operational leadership across the full education pathway, overseeing program design, implementation, participant support, evaluation, and partnerships to ensure high-quality, mission-aligned delivery. Several program components are currently being developed, and the Urban Agriculture Education Manager will play a key role in shaping, refining, and growing these offerings over time.

The position collaborates closely with the Programs Manager and Farm Manager and reports directly to the Executive Director. This position does not currently have direct reports but may oversee contractors, instructors, interns, volunteers, or program partners as needed.

The ideal candidate brings strong program management experience in education, workforce development, or community-based learning environments, with the ability to lead multiple initiatives simultaneously. Agricultural experience is a plus, but not required. What matters most is a commitment

to community-centered learning, equitable access to opportunity, and building a just and sustainable food system for people and the planet.

**Key Responsibilities:**

**1. Program Development & Evaluation**

- a. Lead implementation and ongoing development of FAB's education pathway, including launch of the On-Farm Fellowship program in 2027 and Business Incubator in 2028
- b. Develop curriculum, learning objectives, and participant materials in collaboration with the Programs Manager, Farm Manager, and instructional partners
- c. Adapt program design and implementation as needs evolve, incorporating feedback and adjusting course in a dynamic, community-based environment
- d. Incorporate community input and grower feedback into program design to ensure offerings remain relevant, accessible, and responsive to the needs of emerging farmers
- e. Establish program goals and track participation, retention, and outcomes
- f. Use participant feedback and program data to improve curriculum and program delivery

**2. Program Operations & Systems Management**

- a. Manage recruitment, applications, participant selection, and onboarding
- b. Facilitate delivery of workshops, trainings, field days, and farm-based learning experiences in collaboration with instructors and FAB staff
- c. Oversee scheduling, logistics, and communications for all cohort and training activities
- d. Maintain participant records, attendance tracking, and reporting systems
- e. Develop and maintain program tools, templates, workflows, and SOPs
- f. Support grant reporting and program documentation

**3. Participant Support & Learning Environment**

- a. Foster a welcoming and culturally responsive learning environment grounded in food justice, anti-supremacist principles, and land equity in Baltimore
- b. Connect participants with mentors, technical assistance providers, and community resources
- c. Support participant engagement, retention, and progression by maintaining relationships with growers across multiple stages of the training pathway

**4. Partnerships & Program Integration**

- a. Build and maintain partnerships with farmers, educators, and community organizations
- b. Represent FAB and BBUFA in meetings, events, and community spaces
- c. Cultivate long-term relationships that strengthen Baltimore's grower ecosystem and expand opportunities for participants across the education pathway
- d. Work closely with FAB leadership to align educational programming with farm operations and organizational priorities

**Education:** Bachelor's degree in environmental studies, education, nonprofit management, agriculture, or related field is preferred but not required; equivalent experience in community-based education or program management is also valued.

**Required Qualifications:**

- 3–5 years of experience in agriculture education, nonprofit programming, workforce development, or related fields
- Experience with curriculum development, instructional design, or program content creation
- Strong organizational, project management, and communication skills
- Experience working with adult learners in community-based or applied learning settings
- Experience facilitating workshops, trainings, or other interactive learning experiences
- Ability to navigate change, adapt to evolving program needs, and contribute to creative solutions in a dynamic environment
- Ability to work independently while collaborating effectively in a small team environment
- Experience with Google Workspace and basic data tracking or program management systems
- Flexibility to work occasional evenings and weekends during peak programming periods
- Valid driver's license and acceptable driving record
- Demonstrated commitment to social, environmental, and food justice and alignment with FAB's mission
- Experience working with people from diverse backgrounds and identities in community-based settings

**Preferred Qualifications:**

- Knowledge of Baltimore's urban agriculture landscape and sustainable growing practices
- Experience with grant-funded programs, reporting, or compliance
- Experience with incubator programs, entrepreneurship, or small business support
- Bilingual skills

**Physical Demands & Work Environment:**

This role includes office, classroom, community, and farm-based work environments. The position requires regular travel between FAB sites, including driving between locations, and occasional lifting of up to 50 pounds. Work is primarily based at FAB's office in Hampden and the Black Butterfly Teaching Farm in Curtis Bay, with seasonal outdoor activities in varying weather conditions.

**Compensation and Benefits:**

This is a full-time, salaried position with a salary range of \$68-78k, 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 by **Friday, June 26, 2026**. The ideal start date is **early August 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.