



Farm Manager Job Description

At Hope for Suffolk, we invest in the youth of our city through our farm work program and biblical training in life skills. Teenagers are hired as paid interns to work on the farm - planting, fertilizing, weeding, harvesting and selling our crops. In addition to paid work, our interns receive biblical training in skills such as conflict resolution, teamwork, resume writing, anger management and so much more. Interns receive community service hours for the classes that they attend.

The Hope for Suffolk farm and classes provide the settings for the gospel transformation that we seek in our community. They provide opportunities for people to work together, to share deeply, to learn new skills, to develop a reputation, to be a part of something bigger than oneself and to be connected to God's creation in new ways.

The Farm Manager develops the Hope for Suffolk Farm as a setting or a "classroom" for gospel transformation to occur in the lives of all involved. The specific goal of the Farm Manager is to (1) provide opportunities for personal and community development and (2) run the farm as a social business enterprise.

The Hope for Suffolk Farm is grown organically, with a deep-rooted belief that God has called us to care well for his creation. We seek to farm as an act of worship and we pursue sustainability, responsibility and permaculture improvement.

Employment Type: 20+ hours/week

The Program Manager and Farm Manager report to the Director of Hope for Suffolk. The three staff members work together as a team to ensure that the mission, vision and values of Hope for Suffolk are upheld and that our goals are accomplished.

Responsibilities

Plan and Record

- Research and select crops (open-pollinator, non-GMO, locally appropriate, beneficial and sustainable crops are preferred)
- Plan growing calendar and adjust as needed throughout the season
- Plan work calendar detailing tasks by month for entire year
- Purchase seeds and starter plants using the most locally available options possible
- Research and obtain all inputs needed including organic fertilizer and pest control, tools and other materials
- Keep records of numbers and varieties of plants and seeds used, as well as vendors, diseases, crop yields and any other information that would better equip us in the following year
- Evaluate the season and plan for the following year

Train

- Provide training for interns and volunteers on planting, fertilizing, weeding, pest control, harvesting, pruning and caring for the various plants on the farm sustainably
- Work with the staff to assess the unique skills, abilities, capacities and interests of the interns
- Empower the interns to use their unique skills, abilities and interests to thrive as a team on the farm

Oversee

- Plan and prioritize farm tasks for each workday
- Assign and direct tasks of interns
- Assess and evaluate performance of interns with staff
- Work with the staff to ensure that interns are applauded for work well-done and that proper procedures are followed

- Assist the staff in providing correction to interns and volunteers when necessary
- Direct and communicate with farm volunteers

Mentor

- Develop relationships with interns, preaching the gospel in word and deed
- Engage discussions with interns from a biblical worldview and mentor interns in applying principles discussed in workshops
- Pray for and with interns
- Assist with workshops as needed

Develop Team Leaders

- Select and train team leaders with staff
- Delegate and assign tasks to team leaders
- Provide leadership training and performance feedback to team leaders
- Communicate with staff regarding team leaders
- Communicate with team leaders regarding program and farm developments

Maintain Farm Infrastructure

- Repair or replace tools, carts and wheelbarrows, tarps, sandbags, irrigation, and other farm-related equipment or organize others to do so
- Keep record of tractor maintenance schedule and perform routine maintenance or employ someone to do so
- Maintain compost piles throughout the year
- Erect, maintain, take down, and store all trellising infrastructure for crops

Oversee Farm Shares

- Ensure the Hope for Suffolk farm produces enough quantity and variety of produce for our farm shares
- Oversee farm shares, the business side of the program, in partnership with Hope for Suffolk staff. This includes training, quality control and management and may include communication with customers.

Required Skills and Experience

- Desire to pursue a career in community development, poverty alleviation, human services or Christian ministry
- Agricultural knowledge and experience
- Preferably a degree related to Agricultural Development
- Ability to do manual labor for extended periods of time in all weather
- Experience as a supervisor or manager

Critical Characteristics

- Mature Christian faith, aligning with the Apostles' Creed
- Deep commitment to care for needy and vulnerable people
- Relationally mature
- Self-starter with strong initiative
- Proactive and creative problem solver
- Well organized and pays attention to detail

To apply: submit resume and cover letter to hayden@hopeforsuffolk.org