



Position Opening: Farm Manager – Organic Vegetable Production (2-10-2021)

Willowsford Conservancy is seeking a full-time, year-round **Farm Manager/Vegetable Farmer** for the day-to-day operation of Willowsford Farm, a certified organic farm in northern Virginia that grows and sells fresh produce and eggs directly to residents of Willowsford and surrounding communities.

The Farm Manager position requires strong growing, business management and communication skills. We are looking for an experienced farmer with an entrepreneurial spirit to continue developing the creative vision for the farm as well as implement that vision. The qualified candidate will have successfully managed a similar farm operation and will be a team player with enthusiasm for organic, regenerative farming and stewardship of natural resources. The Farm Manager must enjoy working within an “agrihood” and be committed to financially viable operation using best business practices.

Summary:

Willowsford Farm is a unique and dynamic farm at the heart of the Willowsford Community in Northern Virginia. Spanning 300 acres across three farm sites, we grow about 18 acres of certified organic produce and raise 400 laying hens on pasture to support a 400-member community supported agriculture (CSA) program and local wholesale outlets. The farm is well-equipped with machinery and facilities to promote efficient and productive farming systems and is run by a dedicated and forward-thinking staff of professional farmers.

The farm is part of Willowsford Conservancy, the non-profit steward of over 2,000 acres of open space. Its mission is “...the viable, long-term use of the land, integrating farming, recreation, conservation, and education to enhance the quality of life for the residents of Willowsford and the greater community.”

Willowsford Conservancy helps residents connect with food, the land, and each other through the Farm and CSA, education and recreation programs, and sustainable land management. The Farm’s primary goal is to provide high-quality, sustainably grown food while operating as a financially viable business. Staff are committed to the mission of Willowsford Conservancy and embrace the community’s values, image, and goals.

Reporting to the Executive Director and managing a team of full-time and seasonal employees, the Farm Manager oversees the day-to-day operation of Willowsford Farm.

Qualifications & Experience

- BS in Agriculture, Production Ag or related degree required.

- At least 5 years of hands-on farming and management experience in organic vegetable production with extensive knowledge of crops and growing practices. Experience with farm business management, CSA, and marketing.
- Excellent communications, interpersonal and organizational skills.
- Positive crew leader with a strong work ethic.
- Proficient in operating and maintaining farm equipment.
- Experience in all aspects of crop production, packaging, and storage.
- Experience in organic and regenerative agricultural practices.
- Proficient with computers, commonly used software and social media.
- Some livestock production experience preferred.
- Must have a valid driver's license and good driving record.
- Must be able to comfortably lift 50lbs and work outdoors in all types of weather.
- Must be authorized to work in the U.S.

Primary responsibilities:

Farm Production

- Develop and implement production plans consistent with organic standards to serve CSA members and markets.
- Hire, train and supervise farm employees and volunteers; facilitate a respectful work environment and positive community engagement.
- Manage crops from seed to harvest and post-harvest processing to meet production goals and assure high product quality. Participate in daily work.
- Operate and train staff on farm equipment; oversee and assist with maintenance and repair.
- Holistically manage soil fertility, pest and disease control, promoting biodiversity. Assure successful completion of annual organic certification.
- Oversee livestock production.

CSA and Marketing

- Manage CSA and wholesale of produce. Develop and implement sales and marketing plans; manage customer database and relationships.
- Oversee harvest, packing and distribution; ensure food quality and safety standards are met.
- Supervise Harvest & Sales Manager and contract Marketing Coordinator.

Outreach and Education

- Oversee Farm communications including website, newsletters, social media.
- Participate in programs to promote the Conservancy, Farm, and Willowsford brand
- Support Conservancy and community operations through participation in meetings, activities and proactive communication with the Conservancy, HOA and the community.

Other

- Ensure compliance with laws and regulations, lead in the Farm's safety program.
- Maintain records. Analyze and improve farm operations and financial performance.
- Create and manage budgets. Assist with writing grants for farm related funding.
- Order farm business inputs and services; maintain inventories.
- Oversee maintenance and repair of equipment, facilities and infrastructure. Maintain a safe, clean and organized work environment.
- Manage vendors, consultants and contractors.
- The position and the Farm may evolve; other duties as assigned.

Work Environment and Physical Demands

- This position predominantly works in the field in all weather conditions and all times of the year, and requires heaving lifting and physical exertion, driving and hiking in uneven terrain, operating equipment, and working for extended periods in rugged outdoor conditions.

Compensation: We offer a competitive salary, commensurate with experience, starting at \$75,000. Benefits include medical and dental coverage, 401(k) retirement plan, paid time off (typically taken during the winter), and performance-based annual bonus potential. Weekend & extended hours required during the growing season.

Housing is available at 50% of fair market value rent plus utilities. The 3-bedroom single-family house was built in 2018, 2,100 sf, unfurnished.

To apply: Please send a resume, cover letter and professional references to: info@willowsfordconservancy.org. Applications will be reviewed immediately until the position is filled.