



Farm Manager

The Opportunity

We are seeking an experienced farmer and team leader to support the management of all aspects of a **small, diverse organic farm that uses its resources to deliver experiential education opportunities**. The Farm Manager works with the Farm Director as well as Camp Directors and others to ensure our farm meets two inter-related goals: high quality production and a place for hands on learning about sustainability and resource management for youth who attend our camps and programs. The Farm Manager will work in coordination with the Farm Director to manage and optimize farm resources to accomplish this work during the summer. During the shoulder seasons the Farm Manager will identify and incorporate opportunities with local and regional partners to support the F&W Food Vision and expand the [F&W Mission](#).

Reporting and Collaboration

The Farm Manager reports to the Farm Director and works closely with Camp Directors and program staff and other staff members at Farm & Wilderness to support the farm-based education programs throughout the organization. The Farm Manager also coordinates with the Farm Director to support the Farm Internship program, including recruitment, preparation, support, and supervision of Farm Interns.

Essential Functions

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

In this role you will:

Provide program and educational leadership

- Model F&W values working with colleagues, program participants, partners, and the diverse F&W community.
- Support implementation of the Farm Management Plans, in conjunction with the Farm Team, to execute on the F&W food vision.
- To manage and optimize farm resources to create the conditions that deliver the best possible educational experience for our campers while ensuring safety and compliance with both governmental and non-governmental agencies.
- Actively support the mission of Farm & Wilderness Foundation programs including shoulder season education activities, by partnering with other departments to ensure a high level of participation, excellent execution with positive outcomes for participants.
- Actively manage, train, and support Farm Interns during their seasonal internships, and provide opportunities for skill and leadership development. This position will require self-direction and management skills.

Manage farm operations

- Assume full responsibility for the seasonal micro-dairy pasteurizing process including governmental inspections within 6 months of hire, training will be provided as necessary.

- Manage the farm's fertility management including composting operations to ensure a satisfactory finished product and application for optimal health of F&W lands, while maintaining thorough and accurate recordkeeping.
- Depending on the candidate's skill set, either herd management and grazing operations or garden and greenhouse management will be a core function of this position, scaling resources appropriately and within a budget to deliver desired farm plan outcomes.

Support year-round farm, summer camp operations, and ground maintenance.

- Other duties as assigned including assisting with camp operations, coordinating food deliveries to kitchens, coordinating the maintenance of buildings and grounds, and working with Conservation, Resource, Marketing, Communications and Development as needed.
- Participation in barn chores according to schedule; weekend work will be required.

Work schedule

Farm & Wilderness strives to provide a work life balance and we continue to scale farm systems and operations to support this commitment. The seasonal nature of farming and summer camp requires scheduling flexibility with the Farm Manager position. After hours "on call" is a year-round requirement of the position and is shared on a rotating basis with the Farm Director to address farm emergencies and inclement weather events as they arise. The Farm Manager works closely with the Farm Director to ensure that Farm interns have adequate direction, and that livestock health and greenhouses are well cared for, requiring a 6 daywork week during the ramp up and camp season from May through August. Farm & Wilderness is committed to employee well-being and has a compensatory time policy to ensure staff receive a comp day for every day worked in excess of 5 days per week.

Qualifications Required

- Ability to work as a team leader with staff and youth to achieve farm goals and objectives
- Willingness to model F&W Values
- Commitment to youth development and progressive social change
- Real life experience in running an organic vegetable garden production, greenhouses, dairy and/or grass-based livestock systems
- Able to prioritize and manage a full and diverse workload and take initiative in changing situations
- Demonstrate a willingness to work collaboratively and engage in effective communication
- Willing to keep an open mind to ideas and inputs while actively contributing to meetings
- The ability to use or learn to utilize Microsoft Suite: Teams, Outlook, Word, and Excel
- The ability to travel daily to the farm year-round as schedule requires
- The ability to work on weekends and holidays as the schedule requires

Experience Desired:

- Bachelor's Degree or the equivalent
- College level courses in horticulture, biology, plant and soil sciences, or other professional development that relates to gardening skills and garden management
- Experience in running educational or therapeutic farm programs

Vaccine Policy: All of our employees and campers are required to be fully vaccinated against COVID 19. We review exemptions on a case-by-case basis.

Compensation and Benefits:

In addition to competitive pay, Farm & Wilderness offers the opportunity to be part of a dedicated team who believe in the power of experiential education. In support of our staff and their families, we provide comprehensive top-notch benefits and an array of special perks. Full-time, year-round staff can enjoy:

- Medical, Dental, and Vision insurance, and a Flexible Spending Account available at start of employment. Employees pay a portion of the premium
- Traditional and Roth 401(k) plan with a 2:1 match up to 6% available at start of employment
- Employer-paid life and AD&D.
- Paid vacation and sick time; 12 paid holidays
- Tuition Discount for children enrolled in camp programs
- **Housing may be available for this position.**
- And much more!

Organizational Summary:

Farm & Wilderness Foundation (F&W) is a non-profit, educational organization operating eight summer camp programs for children and teens, a family camp, retreat rentals, and a conservation organization. In affiliation with the Ninevah foundation, F&W campus spreads over 4800 acres of land with 3200 of those acres permanently conserved in the Green Mountains of Vermont, F&W programs are rich in adventure, community, and a spirit that fosters individual connections with the natural world. While each camp and initiative provide unique programs addressing age and interests, all F&W activities are shaped by Quaker principles and the common belief that individuals and communities are strengthened by justice, honesty, self-reliance, diversity, and respect for all persons. People of any race, background, religion, sexual orientation, gender, or economic status are encouraged to apply to join our community as campers or staff. To learn more about F&W please visit our [website](#).

Equal Opportunity Employer:

Farm & Wilderness is an equal opportunity employer. No employee or applicant for employment shall be unlawfully denied an employment opportunity for which the employee or applicant is qualified because of race, color, sex, sexual orientation, gender identity, religion, national origin, age, marital status, veteran status, disability, or other protected category. F&W is committed to non-discrimination in its employment.

To Apply:

Send a cover letter and resume to our Human Resources Manager, Julie Sanderson, at julie@farmandwilderness.org.