Farm Director, Year Round
Plymouth, VT

The Opportunity: We are seeking an experienced farmer and expert team leader to manage all aspects of a small, diverse organic farm while also leveraging the farm as an educational and engagement platform to deliver experiential education opportunities for youth (ages 3-17). The Farm Director is a keystone position as it holds and directs the balance of agricultural production targets alongside sustainability, resource management, educational and engagement goals. This is a demanding leadership assignment which requires equal skill and commitment to both the farm and to providing exceptional experiences for our visitors and youth.

The Farm Director enjoys clear and specific oversight of the farm and garden budget, livestock management, dairy program management, haying operations, sugaring operations, farm and garden staff, and the education and development of farm interns. As such the Farm Director is responsible for ensuring implementation of best practice in production and farm stewardship, coordinating and collaborating on farm stand operations and food donation initiatives.

Reporting and Collaboration: The Farm Director collaborates closely with the Farm and Wilderness Program Team to scale farm resources to manage the additional volume of work throughout the growing season. During the shoulder seasons, the Farm Director identifies and incorporates opportunities with local and regional partners to expand the F&W youth development mission. This position reports to the Sustainable Resources Director and has one year-round direct report (Garden Manager) and is responsible for hiring and managing the seasonal farm team.

Are you a match? Qualified candidates must possess at least 4 years of livestock management experience (Dairy Farming, Herd Management preferred). Ideal candidates will also possess both organic farm operations leadership and youth engagement or youth/adult educational experiences. The successful candidate must have strong collaboration skills such as cross-functional expectation setting and accountability. Please apply if your background aligns with these skills and perquisites and you thrive on the opportunity to drive improvements, work well in a dynamic and challenging environment, and possess a high degree of accountability.

In this role you will:

Provide program and educational leadership.

• Develop curriculum that aligns with Farm Resources to support and deliver experiential education to F&W campers, local/regional partners and special activities such for special F&W events such as Ice Cutting weekend, Reunions, and Family Camp.
• Lead all safety and compliance initiatives; ensure program activities meet safety standards set by ACA, OSHA, insurance carriers, and the State of Vermont.
• Hire, train, and support Farm Interns during their internships. Maintain an active role in mentoring and providing opportunities for skill and leadership development.

**Lead the livestock and dairy management functions.**
• Develop and implement Farm Management Plans (in conjunction with the Farm Team), that will drive key performance indicators in both programming and farm operations.
• Ensure compliance with regulatory bodies of the State of Vermont, and NOFA organic certification, and maintain records as necessary.
• Manage all aspects of animal care, herd development and herd management in accordance with NOFA standards.
• Supervise pasture and hayfield management, and the use of haying equipment.
• Supervise and scale all aspects of dairy production including milk management and pasteurization to achieve milk production in accordance with the Farm Plan.

**Lead and refine a NOFA certified farm with best in class operations.**
• Supervise garden and maple sugar production in alignment with the Farm Plan production goals and NOFA standards.
• Ensure gardens are being well managed, are on production schedules, and farm food delivery systems are in place for summer camps.
• Update the Farm Plan annually to ensure that both summer and seasonal program needs are being met and prepare a budget in coordination with Sustainable Resources Director and Chief Financial Officer which reflects fiscal responsibility in achieving those goals.
• Develop internal and external markets for farm food that can be successfully sustained.

**Oversee year-round farm and grounds maintenance.**
• Maintain an aesthetic, clean, and orderly functioning Farm Facility including barns, gardens, greenhouses, equipment, and office. Report problems with buildings, vehicles, and equipment to the Facility Manager through the online work order system.
• Assist with routine maintenance as requested including, opening and closing of camps, firewood, brush hogging, roads, and snow plowing as needed.
• Assist as necessary in the production of organic vegetables and fruit.

Complete other duties at the discretion of leadership.

**Desired Education and Experience:**
• 4+ years experience in the farm/food business, including 4+ years vegetable or livestock production; additional farm retail/business management preferred. Experience operating and maintaining farm equipment is a plus.
• Strategic management of people and resources; farm budgets are around $80,000 - $90,000 (farm and program supplies).
• Familiarity with the Vermont and New England farm network, including strong contact with other growers and producers, or a willingness to cultivate these relationships.
• Experience working with a farming non-profit and a range of local food system stakeholders.
• Experience in running educational or therapeutic farm programs.
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. Encompassing property on over 1,500-acres 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. In 2018, F&W joined forces with the Ninevah Foundation to manage the conservation of more than 3,300 acres of land and water in the Lake Ninevah valley. 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: http://www.farmandwilderness.org

To Apply:
Send a Cover Letter and Resume to our Human Resources Manager Julie Sanderson, julie@farmandwilderness.org.