



Farm Manager Job Description

Location: Ypsilanti, MI (in-person work required)

Salary: \$37,000-\$39,000 based on experience, paid time off and health insurance (medical, dental, vision, short term disability, and life insurance) after 90 days

Additional Perks: Free produce, flowers, and seedlings from our Urban Farm

Start Date: July 11, 2022

Schedule: Salaried, average 40 hours/week. Normally Monday-Friday, with Saturday morning work days during the growing season; this position will include evenings and weekends for meetings and events.

Organizational Description:

Growing Hope is a 19-year-old non-profit organization rooted in Ypsilanti, Michigan whose mission is to foster an equitable and sustainable local food system that empowers all people to grow, buy, sell, prepare, and eat nourishing food. We envision a community where all people--particularly those with barriers due to race, class, culture, language, ability, and mobility--have access to nourishing local food that is culturally appropriate and affordable. People can grow and prepare their own harvests, and may earn a living as a food grower, producer, or entrepreneur.

Our areas of work include Youth & Schools, Farm & Garden, Farmers Markets, and Food Entrepreneurship. Our programs primarily emanate from our two main spaces: The Growing Hope Urban Farm and the Ypsilanti Farmers MarketPlace. The Urban Farm is a multi-purpose space used for organic-practice production, garden demonstration, youth and adult education, and events. The Ypsilanti Farmers MarketPlace hosts the Ypsilanti Downtown Farmers Market, the Ypsi Area Online Market, and the Growing Hope Incubator Kitchen.

Our work culture is rooted in our values: Transformation, Education, Justice & Equity, Placemaking, and Integrity. We commit to upholding inclusive practices and policies while creating space for courageous conversations as a staff and within our community. Our aim is to leverage the vast resources already within our community in order to empower and partner with participants and customers. We believe that community members have the ability to make their own decisions about their health and wellness goals and that Growing Hope acts as a conduit, bridging the gap between our community and its goals.

Position Description:

The Farm Manager manages and operates the Growing Hope Urban Farm and facilitates farm and garden programming. Specifically, this position grows, cares for, and harvests all the produce and flowers from the Urban Farm and distributes them through our programs, at our free Community Produce Cart, to volunteers, at local food pantries, and at Ypsi farmer's markets. The Farm Manager collaborates with the Garden Manager to provide a welcoming and inclusive urban farm space in Ypsilanti, leads volunteer days, and assists in Urban Farm workshop planning and teaching. The Farm Manager will work with interns during the summer who will help to run the farm and its programs. This position listens to community input and gains inspiration from external organizations and food justice movements to make strategic decisions for farm and garden program implementation and budget. Farm and garden programs prioritize working class, BIPOC youth (pre-K to 18) and adults living in the city of Ypsilanti and Ypsilanti Township, including folks with disabilities and others who have been most harmed and marginalized within the current food system.

This position is responsible for supporting fundraising and revenue generating activities for the organization including support on earned revenue, grants, and contracts as they relate to Farm & Garden programs. The Farm Manager reports to the Director of Programs and is responsible for the direct supervision of farm interns and volunteers.

Responsibilities:

- **Program Implementation/Supervision (40%):** Oversee and complete all planting, growing, and harvesting at the Growing Hope Urban Farm, plan for, supervise, and evaluate all farm volunteers and interns, supervise and implement farm programs (including designated garden spaces for U-Pick and demonstration, food donations,

workshops, Community Seedling production, and farm volunteer management), collaborate with Garden Manager to implement garden programs, provide infrastructure and staffing support as needed for all youth programs on the farm including the Teen Leadership program and field trips.

- **Urban Farm Site Maintenance (25%):** Plan and maintain all areas of Urban Farm site and infrastructure to effectively grow food and create a welcoming space, work with Garden Manager and Farmers Market Manager to maintain Growing Hope vehicles and address Urban Farm site issues.
- **Farm Leadership (15%):** Support strategic planning and visioning of Urban Farm and Garden Programs, oversee crop planning, program evaluation plans, advise on farm messaging as it relates to Growing Hope marketing/content creation, ensure farm programs are intersectional and are aligned with food justice work, manage and facilitate on-farm research projects and collaborations with other organizations.
- **Revenue Generation & Budgeting (10%):** Assist with program budgeting, cash flow & accounting processes, diversify revenue through earned income related to the farm, and provide input and support as needed for grant proposals and reporting.
- **Organizational Support (10%):** Support other programming. Participate in anti-racism and food sovereignty discussions and training, administrative activities (i.e. timesheets, expense reports), professional development, weekly staff meetings, and fundraisers and community events.

Qualifications:

- Kind, calm, and open demeanor and attitude towards work, colleagues, and community
- Energetic approach to difficult tasks and ideas
- Experienced vegetable farmer (>2 yrs of work on organic vegetable farms) and/or extensive large-scale home gardening experience plus education in organic agriculture
- Comfort with/willingness to learn basic carpentry, plus comfort and willingness to tinker with and fix tools, irrigation systems, etc.
- Ability to lift 20-40 lbs repeatedly, plus comfort with shoveling, bending, crouching, kneeling, and walking.
- Skilled oral and written communicator. Comfortable communicating in person, by phone, email, in front of groups, and to a variety of audiences.
- Ability to drive the company truck. Clean driving record and valid driver's license required.
- Basic understanding of the U.S. food system, the injustices in its structure and function, and the major contributors to that injustice. A deep desire to build a food system that's led by people in our community who are most harmed by the current system (BIPOC, working class, disabled, elderly, etc.).

Qualities that will enhance the application:

- More than 4 years of farm experience and leadership/management
- Has experience with Growing Hope's programs (Teen, HVG, Farm, etc.)
- Experience with small engine repair/basic electrical set-ups
- Comfortable working alongside youth (primarily teenagers)
- Preference given to Ypsilanti-area residents or those willing to relocate to and engage in the Ypsilanti community.

To Apply: Submit a resume and cover letter to apply@growinghope.net. Preference given to applications received by **June 3, 2022**, but the position will remain open until filled. Letters can be submitted in the form of a written document, video or audio format.

Growing Hope encourages people of color and individuals who possess an in-depth understanding of poverty or economic hardship to apply. We welcome a diverse pool of applicants and make employment decisions on the basis of merit. We do not discriminate potential employees based on race, creed, age, physical ability, national origin, sex, gender identity, sexual orientation or marital status. Accommodations will be made so that the application process and position is made accessible for qualified applicants.