



Job Title: Farm Manager

FLSA Status: Full-time, Exempt

Reports to: Operations Director, The Farm at Kelly Miller

Supervisory Duties: Manages volunteers and hired farm assistants

Work Location: On-site at Kelly Miller Farm (COVID safety protocols in place, PPE provided), occasional remote work possible

Tentative Start Date: January 31, 2021

ORGANIZATION DESCRIPTION: Dreaming Out Loud's (DOL) mission is to create economic opportunities for the DC metro region's marginalized community members through building a healthy, equitable food system. As such, Dreaming Out Loud operates as a Food Hub, growing and aggregating produce from local producers which feeds DC through our farmers markets, produce subscription (CSA) and community programs. DOL is rebuilding urban, community-based food systems through social enterprise, helping to increase access to healthy food and improve community health, develop low-income entrepreneurs and cooperatives, and train at-risk adult residents for sustainable, family-supporting wages.

The Farm at Kelly Miller (FKM) is a 2 acre, intergenerational space located in Ward 7 behind Kelly Miller Middle School managed by DOL with support from local community partners. The Farm is the stage for DOL's urban production, events, and volunteer management activities. As a tract of public greenspace, we make FKM accessible to multiple community partners and produce joint programming that meets the needs of an intergenerational community. The farm is also a valuable asset for all DOL staff as the site for cross-training and labor-sharing for the entire Food Hub. Situated in Ward 8, The Farm at Fort Stanton (FFS) is a 1-acre intensive production farm, consisting of three high-tunnels for season extension, composting systems, and youth garden. It is the second site in the portfolio of greenspaces managed by DOL. DOL gained stewardship over FFS in 2021 and has begun the process of reviving the once abandoned space as a viable production operation.

POSITION SUMMARY: Dreaming Out Loud seeks an organized, detail-oriented individual with leadership and farming experience to help manage DOL's portfolio of growing spaces including The Farm at Kelly Miller and The Farm at Ft. Stanton. The Farm Manager(s) will work as a team under the supervision of DOL's Operations Director to implement innovative urban food production strategies that supply our food enterprise with product and connect to our community with approachable programming. The Farm Manager works with leadership to set goals for the farm season as well as for the mid-and long-range future. The Farm Manager then implements a work plan which involves leading Farm Assistants and Volunteers in executing that vision. This includes but is not limited to creating a production schedule, crop plan and labor plan as well as supporting the development of programming on the farm. The ideal candidate will have at least 3 years of farming experience that includes management of a small team, as well as strong communication and computer skills.

KEY RESPONSIBILITIES

- Collaborate with fellow DOL managers and Directors to develop and operationalize the yearly goals for the farm as it relates to DOL's strategic goals.
- Hands-on leadership of farm production and harvest planning to meet the needs of DOL's social enterprise and community engagement programming.
- Train and supervise farm assistants and volunteers in farm tasks and food handling. Lead and/or delegate to trained staff all production activities on the farm, including bed prep, soil amendment, seeding, transplanting, weeding, watering, harvesting, and pest management with the goal of turning our first-quality produce consistently through the growing season.
- Make improvements to and implement food safety plan for harvest, washing and produce packing with the goal of eliminating food borne illnesses and reducing the risk factors for other communicable diseases on the worksite and downstream in our supply chain. Train and monitor staff compliance with sanitation procedures maintaining adequate supplies and implementing regular retraining and inspections. Keep records on relevant food safety practices.
- Manage farm equipment and supply inventory; coordinate supply needs with Operations Director. Travel off-site to procure tools and supplies, as needed (mostly in Spring time).
- Work with Operations Director to build and maintain data management routines (e.g., harvest logs, volunteer and guest tracking).
- Assess labor needs across all agricultural projects and work with leadership to recruit, hire and train qualified farm staff.
- Collaborate with communications and admin staff to support volunteer recruitment, onboarding and scheduling; serve as the main point of contact for volunteers on the day of events.
- Produces and presents progress reports regularly to staff and community
- Support the maintenance of strong on-farm partnerships acting as a convener and note-taker of partnership meetings under the supervision of DOL Directors. Report to DOL Directors on the progress of partnerships, identify resources and troubleshoot issues. Maintain a calendar of outside events organized by key partners and attend to promote DOL events and programs.
- Assist DOL communications team by documenting happenings on the farm and sending regular media updates to be used for social media.
- Participate in long-range planning contributing subject matter expertise to planning related to urban agriculture.
- Other duties, as assigned.

ESSENTIAL REQUIREMENTS

- At least 3 years of relevant farming experience particularly in small-plot intensive agriculture.
- Demonstrated project management experience with excellent organizational, communication, collaboration and logistics skills.
- Experience with crop planning and rotational growing.
- Experience developing and implementing food safety plans; manager level food safety certification a plus.
- Proficiency in Google Suite particularly Sheets/Excel.
- Excellent written and oral communications skills.
- Ability to work in various weather conditions.
- Ability to lift up to 50 lbs.
- Willing and available to work some evenings and weekends.
- Experience with carpentry and tools to make minor building repairs and manage facilities a plus.
- Driver's license and clean driving record.
- Commitment to the advancement of marginalized communities in the District.

Preferred Skills

- 1 year volunteer management experience.
- Experience with you-pick or membership-based farming models.
- Community outreach and organizing experience.
- Lived experience with food insecurity.

COMPENSATION: The annual salary range is \$55,000 to 60,000 based on experience and qualifications. Benefits included (health insurance, monthly cell phone allowance, monthly travel/commuting allowance).

WANT TO APPLY? Send your resume and cover letter with the subject line: "Farm Manager" to opportunity@dreamingoutloud.org. Applications will be reviewed on a rolling basis and the job will remain posted until filled. Please send an email to the above address if you have job application accommodation requests or questions. You may also mail your response to Christopher Bradshaw, Executive Director, at:

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