



Position: Assistant Farm Manager

Location: Forestdale, MA

Annual Salary: \$45,000 (Full time)

Start Date: Mid/Late-March

Contact: Farm Manager

Email: jack@gopal.farm

Cell: Text/call Jack 508-289-1813

About Gopal Farm

Gopal Farm Cape Cod is a 223-acre Ag-conserved farm focused on regenerative practices, the ethical treatment of animals, and supporting local communities with fresh produce.

Located in Forestdale (*Sandwich*), Massachusetts on 200+ acres, we are the largest piece of arable farmland on Cape Cod. We specialize in Indian Heirloom cultivation for our CSA in NY, and we grow 100+ varieties of more American standard and specialty produce as well.

Now in year 3 of production, we are looking to expand to **50 acres** of cultivation (up from 25 acres season prior). We are also looking to establish our own local wholesale, CSA, and nurture our great community customer base. While we are not certified yet, we adhere to organic practices.

In addition to our location on Cape Cod, Gopal Farm also includes our founding farm in New Paltz, NY, along with Mango, Coconut, and other tropical farms on Pine Island off the coast of Florida.

Job Description

We are currently seeking an **Assistant Farm Manager**. This is a new role at Gopal Farm Cape Cod as we look to grow and expand our operations. If you are a self-starter who has a passion for agriculture, apply today! As a start-up, we encourage those with great ideas and a unique farming background to join our rapidly growing farm team. This role has the potential to be very rewarding with growth and education opportunities as you are a part of

a growing national farm organization. All employees have the benefit of bringing any produce they wish home to their families or snacking on in the field.

This job requires an applicant who works well under pressure, can be flexible in a fast paced environment, and problem solves in the moment. If you are a motivated, driven individual who doesn't mind getting down in the dirt, this role is for you!

This position is full-time at Gopal Farm Cape Cod and would directly report to the Farm Manager.

Typical Duties & Responsibilities:

- Labor Management
 - Oversee scheduling and hourly labor reporting
 - Delegate daily/weekly/monthly tasks to up to 10 employees to meet the needs of the farm
 - Establish & maintain employee relations and best practices
- Crop Management
 - Coordinate with the Farm Manager to Analyze/Assess/Implement tasks involving Soil Health, Irrigation, Planting, Weeding, Pest/Disease Mitigation, Trellising, Pruning, Harvesting, Pack & Clean, and Fulfillment
- Facilities Management
 - Establish organization and sanitation best practices throughout the farm
 - Assist Farm Manager and Lead Operator in tractor/equipment operation
- Sales
 - Assist in the development of a wholesale customer base
 - Fulfill customer orders
 - Assist Farm Stand Manager as needed
 - Assist in establishing and maintaining our weekly local CSA box
- Business Management
 - Establish & maintain thorough record keeping and data collection
 - Coordinate with Farm Manager and marketing on event promotion & social media management
 - Coordinate with Farm Manager on inputs for grant writing
 - Project manage expansion and improvement efforts throughout the farm
- Other duties as assigned

Requirements:

- 1+ years of farming/agricultural experience
- Experience operating agricultural equipment/machinery
- Must be bilingual (English/Spanish)
- Ability to lift 50-100 lbs
- Must have reliable transportation
- High school diploma or the equivalent

- The ability to treat ALL team members with respect and courtesy, while also maintaining accountability

Preferred Candidates:

- Agricultural degree/certificate preferred
- 1 year of management experience preferred
- Some computer/research proficiency

To Apply:

Please note activities, duties, and/or responsibilities may change at any time. If you think Gopal Farm Cape Cod might be a good fit for you, **we encourage you to apply by emailing the following information to jack@gopal.farm**. Incomplete applications will not be considered. If we think you might be a good fit, we will contact you to set up a phone interview followed by a farm visit or video interview (depending on applicant distance and covid feasibility).

1. Please answer the following questions:

- Tell us a little about yourself! What is your background? Interests? What are your long-term farming goals?

- Why do you think Gopal Farm Cape Cod is a good fit for you?

- What is your experience with outdoor, physical labor? If experience is limited, are you capable of working 40-50 hours outdoors in all weather conditions?

- How would you describe your ideal working environment? What motivates you to work quickly and efficiently? How do you best learn new concepts and skills?

- Are you willing and able to work weekends?

2. Please provide a resume.

**3. Please provide a reference who could speak to your learning and working style.
Farming or other physical labor-related references preferred, if applicable.**

At Gopal Farm Cape Cod our greatest strength is our people and their collective individual backgrounds and differences. Gopal Farm Cape Cod is committed to creating a diverse workforce and is proud to be an equal opportunity employer. We are committed to cultivating a culture of inclusion and connectedness to each other and to the land. All qualified applicants will receive consideration for employment without regard to race, color, religion, culture & ethnicity, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status, and all other protected classes.

We publicly affirm our ongoing commitment to becoming an anti-racist organization and that our anti-racism commitment is reflected in the life and culture of our policies, programs, and hiring practices as we continue to learn about bias and racism.