



## **YMCA Southcoast JOB DESCRIPTION**

**Job Title:** Farm Director

**Job Family:** Farm

**FLSA Status:** Exempt

**Reports to:** Executive Director

**Compensation:** \$37,000 - \$42,000 plus generous benefits package.

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The Sharing the Harvest Community Farm is a program of the Dartmouth YMCA. The farm's mission is to alleviate hunger for children, families, and seniors in need of food assistance on the south coast of Massachusetts by growing and distributing fresh, nutritious produce to emergency food programs throughout the region; To promote volunteerism and build our community through neighbors helping neighbors; and To cultivate an awareness of hunger and provide education about nutrition, food origination, and farming. The farm is run on five acres of land and is largely run by a mighty force of volunteers.

### **Position Summary:**

The Farm Director ("Director") manages the Sharing the Harvest Community Farm at the Dartmouth YMCA. This includes planning and coordinating field operations, working with volunteers, and working with our school age farm education program. The Director works to ensure efficient and effective farm management, which includes maximizing production and engaging volunteers and community members. For this position, the Director will manage a number of staff members as directed by the Executive Director. Management of staff includes ensuring all staff members have accurate position descriptions, managing staff schedules, and ensuring efficient and effective program delivery. The Director works with the Executive Director to develop and maintain an annual budget for the farm.

### **Essential Functions:**

- Develop annual plant production plan. The plan should include the planting time for each crop, harvesting periods, and selection of appropriate strain of seeds and fertilizer to maximize yield.
- Preparation and maintenance of planting beds including plowing, weeding, watering, and disease control.
- Select and maintain motorized and manual tools for efficient operations.
- Supervise volunteers in picking and packing produce and planting seedling transplants.
- Record and maintain records on crop varieties, yields, successes and issues.
- Manage farm employees as needed.
- Work closely with volunteers including large workplace groups and school groups.

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**Job Title:** Farm and Facilities Director (continued)

- Other duties as required.

**Qualifications:**

- At least one year vegetable farming experience.
- Knowledge of sustainable agriculture practices.
- Ability to lift 50+ pounds and work long hours outdoors.
- An understanding of budgeting.
- Excellent interpersonal and communication skills.
- Experience working with heavy machinery such as tractors.
- Excellent time management skills.
- Volunteer management experience, preferred.
- Staff management experience, preferred.

**YMCA Competencies:**

**Mission and Community Oriented:** *Accepts and demonstrates YMCA values. Works effectively with people of different backgrounds, abilities, opinions and perceptions. Demonstrates a desire to serve others and fulfill a community need. Recruits volunteers and builds effective, supportive working relationships with them.*

**People Oriented:** *Seeks first to understand the other's point of view; remains calm in challenging situations. Builds rapport and relates well to others. Listens for understanding and meaning; speaks and writes effectively.*

**Results Oriented:** *Strives to meet or exceed goals and deliver a high value experience for members. Embraces new approaches and discovers ideas to create a better program participant experience. Makes sound judgments and transfers learning from one situation to another.*

**Personal Development Oriented:** *Accurately assess personal feelings, strengths and limitations, and how they impact relationships. Pursues self-development that enhance job performance. Demonstrates an openness to change; seeks opportunities in the change process.*

**To apply, please send cover letter and resume to Maia Shwartz at [mshwartz@ymcasc.org](mailto:mshwartz@ymcasc.org) by October 15<sup>th</sup> at 5pm. While we are looking to fill this position as soon as possible, we are flexible with a start date knowing the right candidate may be fulfilling a farm commitment through the 2018 season.**