



Employer: Wildheart

Position: Farm Manager

Reports to: Managing Director

Location: On site, In-Person (Harrisburg, PA)

Schedule: Full-time Salaried Position, average of 5 days per week for basic farm management. Schedule subjected to farm programming and inclement weather; some weekend and evening time required (one Saturday (9a-1p) a month and one evening community prayer session a month). Can expect to work a minimum of 40-45 hrs/week with potential need for more during high growing season, special events, etc. The schedule may be adjusted seasonally to accommodate position's needs.

Salary + Benefits: \$50,000-\$65,000*

*Depending on experience.

Benefits: Employer stipend toward health insurance benefits coverage, 25 days paid time off in calendar year (15 days flexible, 10 days fixed)*.

*Benefits activated after the initial 30-day probationary period and prorated for the calendar year.

ORGANIZATION DESCRIPTION: Wildheart is located in the heart of Allison Hill, an impoverished neighborhood in Harrisburg, Pennsylvania. Standing on years of history in ministry to the community, we have taken up residency in an historic mansion situated centrally among the neighborhood of Allison Hill. Hope, honor and sustainability have become the values that have catalyzed a transformative community of believers who have committed themselves to empowering others to pioneer love in their own cities and nations. Locally, we have an initiative called "Love The Hill" which is focused on restoring and beautifying The Hill, while empowering its residents to break the chains and cycle of poverty. In Spring of 2022, we signed a lease agreement with the school district for a 2-acre farm located in Allison Hill.

POSITION SUMMARY: The Farm Manager position is at the heart of our farm work as they implement the annual crop plan, creating a productive and abundant environment for Wildheart's mission. The Farm Manager focuses on all aspects of production management

including soil fertility, bed preparation, seeding, planting, post harvesting handling and pack out, record keeping, and customer interactions. The farm manager will both work independently directing the work of at least two full-time staff (e.g., farm assistant and seasonal leads) alongside youth workers and community members. The right candidate for this position is passionate about sustainable agriculture and interested in growing in this field. Beyond a passion for farming, this person should have a sense of humor and positive attitude, like to hustle and build efficiency, and enjoy working alongside diverse co-workers and youth. This person is excited to grow within a mission driven organization and small staff team.

PRIMARY AREAS OF RESPONSIBILITY:

- Whole Farm Management: Coordinate the management of Wildheart's Farm (2 acre lot, 1 acre in cultivation, 1 Greenhouse, educational plot and 1 propagation house) that sells produce through our local farmers market opportunities and donations to our community.
- Annual Farm Goal Setting & Growth: work alongside Executive Director to develop annual farm goals, seek growth opportunities, and pursue sustainability for the farm
- Crop Planning: Design annual crop plan with support from Executive Director as needed
- Implement Annual Crop Plan: Plant propagation, bed preparation, seeding, cultivation, harvest, post harvest handling, etc.
- Team Leadership: Maintain and communicate weekly priorities and task list; supervise youth crews during program sessions (including teen internship with youth from the community), farm assistant, and seasonal farm hands, directing the work of at least two full-time staff members (e.g., farm assistant and seasonal leads). Provide recommendations on hiring and staffing decisions, which are given particular weight by leadership.
- Soil Health Management: Oversee soil health in the form of developing a cover crop plan, working with soil experts to design fertility plan
- Plant Health Management: Oversee plant health through integrated pest management, proactive plant health practices, and minimal tillage
- Tools & Infrastructure Management: Utilize, maintain, and repair tools and infrastructure including a two-wheel tractor (BCS), greenhouse/high tunnel, drip irrigation, trellis installation, etc
- Farm Administration (Oversee farm record keeping, customer management, invoicing, market stand petty cash management and communications with market opportunities)
- Farm Education: Lead in mentoring youth in farm skill competencies and knowledge, Develop and implement educational programs for educating and hosting field trips and an after school program for both the local school district and inviting outside public and private schools to join.
- Partnering Farms produce/product acquisition and distribution - acquiring necessary Farm supplies, pick of produce donations from other farms, general Wildheart errands

- Staff Engagement & Special Events: Work alongside a small, hardworking team of staff who are committed to Wildheart's mission and personal/professional growth, building and maintaining a positive and equitable culture
- Participate in weekly staff meetings and monthly feedback process
- Work with the Wildheart team to staff special events (occasional evenings, weekends, etc)
- Support team in "all hands on deck" events like Fundraisers, volunteer days etc.

YOU ARE:

- Professionally committed to growing in the field of sustainable agriculture, vegetable production and community-based agriculture
- Skilled manager able to prioritize competing tasks and communicating priorities effectively
- Detail-focused while maintaining a big picture perspective
- Able to give and receive thoughtful feedback
- Engaged in your own personal growth
- Entrepreneurial-minded and independently motivated to set timelines and achieve goals
- Able to learn and adapt quickly to changing systems
- Interested in both collaborating with others and working independently
- Ready to work alongside a small, hard-working team at a mission-driven organization on the front lines of youth development, social justice, and innovative food system work

QUALIFICATIONS:

- 3+ years experience on a sustainable vegetable production farm
- Experience in production management (Crop planning, budget management, etc)
- Capacity to work alongside youth in a management capacity plus relevant youth protection clearances
- Able to work outside in all weather conditions (heat, rain, cold), lift up to 50 lbs. safely, and navigate uneven terrain
- Able to operate and maintain small farm equipment including two-wheel tractor + implements, hand tools, etc
- Ability to craft, manage, and maintain farm records, invoices, etc
- Valid driver's license