WANTED: FARM MANAGER!

Are you an experienced farmer looking for something new and unique? Are you tired of running your own farm business and yearn for a collaborative space where you have decision making agency while sharing the burden, reward and risk with others like you? We have a job for you! Our Table Cooperative is looking for a full-time **farm manager** for certified organic, low-till farm located in Sherwood, Oregon. Just 15 miles south of Portland, our 60-acre farm grows a large variety of organic vegetables and fruit. Your job will be to **lead an experienced farm crew** working closely with wholesale customers, CSA subscribers, and our own on-farm grocery store and kitchen to execute a complete strategy for the Cooperative's farm. All of this in a worker-owned cooperative situated on a beautiful vibrant farm that embodies regenerative practices.

The job involves a wide range of tasks in a dynamic and ever-changing environment; high-level strategy and business development plus a healthy dose of hands-on work in all aspects of operating a farm. You will be responsible for hiring, training and developing staff for growth and role optimization. The ideal candidate is both self-directed and collaborative, brings deep management and leadership experience preferably from the Pacific Northwest farm community, has a successful track record meeting and exceeding financial goals, and can create a culture of trust, teamwork and fun!

If you are hankering for something more meaningful, come join us as we collectively create a whole new food culture -- one that is based on authentic relationships and treats people, animals, and soil with the respect they deserve. One that puts food on our table.

RESPONSIBILITIES

- Manage 6 acres of organic vegetable production
    - Create, implement, and (help to execute) full season (365 day) planting plan from seeding to delivery
    - Coordinate bi-weekly harvest flow for up to 30 institutions in the PDX metro area
    - Curate and fulfill up to a 100-person, 26-week CSA program during high season
    - Responsible for nutrient, irrigation, weed, bed preparation, planting & harvest management
    - Maintain farm equipment and facilities, including but not limited to:
        - Tractors & implements
        - Greenhouses & hoophouses
        - Irrigation systems
        - Shops & toolsheds
    - Maintain inventory for:
        - Seed
        - Irrigation supplies
        - Soil & amendments
        - Hand tools, harvest tools, trellising equipment, fuel, machinery, general supplies
        - Greenhouse supplies
- Manage up to 9 farm crew members
    - Create, foster, and communicate daily & weekly task structure
    - Identify and understand roles and responsibilities
    - Manage personnel issues, including:
        - Communication
        - Conflict resolution
        - Language barriers
        - Hiring
        - Morale

- Coordinate with perennial crew regarding:
    - Supplies
    - Harvest
    - Labor
    - Pest, disease and weed pressure
    - Nutrient needs
- Responsible for all sales to 30+ restaurants, groceries, and educational institutions in the PDX metro area
    - Foster and seek out new business relationships
    - Coordinate purveyor communications and invoicing
    - Create availability sheet bi-weekly
        - Coordinate with farm crew bi-weekly regarding product availability, unavailability, and imminence
        - Set product pricing according to input costs and industry comparisons
        - Operate as the point of contact for purveyor questions, problems and feedback
    - Communicate with Our Table bookkeeper
- Coordinate delivery routes year round
    - Manage 2 part-time delivery drivers
    - Fill in as delivery driver as needed
    - Respond to vehicular emergencies, missing product, other route issues
- Responsible for post-harvest quality management
    - Ensure premium product quality
    - Ensure adherence to post-harvest standards as set by the FDA
    - Responsible for optimal product packing and organization
- Responsible for organizing CSA share packing and organization
    - Supervision of a dedicated CSA staffer
- Responsible for pack shed cleanliness, organization and supplies, including:
    - Product packaging
    - PPE and first aid
    - Office supplies
- Responsible for delivery vehicle maintenance and cleanliness

REQUIREMENTS

- Excellent and wide-ranging knowledge and hands-on experience with all aspects of vegetable farming.
- Demonstrated leadership skills; leadership of multi-lingual teams a big plus.
- Excellent analytical and business management skills.
- Excellent interpersonal and motivational skills and willingness to work with a diverse group of people.
- Creativity and entrepreneurial spirit -- a willingness to do whatever it takes and work in a highly collaborative environment; willingness to listen to and lead long-tenured co-workers (or “other established farmers”?).
- Values community, sustainability, passion for food and fun.
- Commitment to cooperative principles.
- Experience with start-up business “outside the box” thinking and innovation a plus.
- Willingness to participate in a start-up environment where it will be necessary to wear many “hats” at different times.
- Familiarity and involvement with the Portland area food scene a plus.
- Strong love of food, nutrition and healthy local economies is necessary.
- Ability to commute to Sherwood, Oregon.
- Ability to speak Spanish is a big plus.

Interested candidates should send a resume and three references via e-mail to jobs@ourtable.us

DETAILS

This is a full-time position starting as soon as possible.

Reports to: Narendra Varma, Executive Director, Our Table Cooperative.

Compensation: $23-$25/hour commensurate with experience.

MEMBERSHIP IN COOPERATIVE

All employees of Our Table Cooperative who work more than an average of 21 hours per week **are required** to apply for membership in the Cooperative under the worker membership class after completing one full year of employment and meeting various other criteria as defined in the Cooperative's bylaws. **By accepting employment at Our Table you are consenting to participate in this process*.**

(**Exemptions to this requirement may be made for seasonal and/or very part-time employment as determined by worker-members of the Co-op.*)

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly required to sit or stand, bend, climb and reach and perform all the very physical tasks associated with labor-intensive farming and farm operations.
- Regularly lift up to 50 pounds with or without assistance.

IMPORTANT NOTICE

The job duties, responsibilities, requirements, conditions, physical requirements, and work environment listed in this job description are examples of the tasks that an employee may be required to perform. Our Table Cooperative reserves the right to revise the job description at any time and to require employees to perform other tasks as circumstances or conditions of the business change.

Our Table Cooperative provides equal employment opportunity to all employees and applicants in accordance with applicable federal and state laws.

QUESTIONS

Call 503-308-8276 or email jobs@ourtable.us

Our Table Cooperative, 13390 SW Morgan Rd, Sherwood OR 97140, www.ourtable.us