



Job Description: Farm Manager

Position: Farm Manager
Status: Regular, Full-Time, Exempt
Hours: 40 hours per week, Sunday through Thursday
Reports to: Associate Director

Position Overview

Coastal Roots Farm is seeking an experienced Farm Manager to oversee all areas of production, including crop fields, food forest, vineyard, animals and composting. The Farm Manager will manage five farm employees, and oversee farm budgets and strategic planning efforts. In addition, the Farm Manager will support the development of farmer training and educational programs at Coastal Roots Farm. As a member of the farm leadership team, the Farm Manager will work closely with senior staff to support organizational development and health.

About Coastal Roots Farm

Coastal Roots Farm is a nonprofit community farm and education center that nourishes connections—to ourselves, our neighbors, and the land. Inspired by Jewish wisdom and centuries-old agricultural traditions, Coastal Roots Farm practices biodynamic farming and shares their harvest with communities that lack access to healthy food. Our goal is to become a model for community farming and creative Jewish expression, both at home in Encinitas, California, and around the world.

The farm consists of approximately 20 acres of mixed gardens, orchards, food forest, animal pastures, compost, vineyard, barns, greenhouses and farmhouses all in various stages of development. More than 50% of the food grown at Coastal Roots Farm is donated to food and nutrition insecure families in our community through a pay-what-you-can farm stand, pop-up markets and direct donations to local hunger relief organizations. The farm also distributes food through a CSA (community supported agriculture) program and to select local restaurants and grocery stores.

As a center for education and community connection, Coastal Roots Farm offers hands-on learning about farming, Jewish traditions, gardening and environmental stewardship for people of all ages and backgrounds and hosts gatherings where the community can get to know each other, eat healthy food, connect to the earth and celebrate together.

Coastal Roots Farm was incubated by the Leichtag Foundation and spun off as an independent 501(c)(3) nonprofit organization that is funded through a diverse revenue mix, including philanthropic partners and social enterprise.

About the Leichtag Foundation

The Leichtag Foundation (“Foundation”) is a private independent foundation located in Encinitas, California, with a strong interest in advancing the North County coastal region of San Diego where our founders Lee and Toni Leichtag, of blessed memory, lived and worked. The Leichtag Foundation also supports programs in Jerusalem, Israel. The Foundation currently holds approximately \$110 million in

assets and has granted more than \$110 million since its inception in 1991. The Foundation focuses its philanthropy on combating poverty and increasing self-sufficiency for residents of coastal North County; supporting and inspiring vibrant Jewish life in coastal North County; stimulating renewal, service, and social activism in Jerusalem, Israel; and building strong connections and relationships between San Diego and Israel.

In 2012, the Leichtag Foundation purchased the former Paul Ecke Ranch in Encinitas, California. The Foundation's goal for this 67.5-acre agricultural property, now known as Leichtag Commons, is to create a physical platform for the advancement of the strategies listed above and a cultural and community resource for the San Diego region. With breathtaking views of the Pacific Ocean, a network of greenhouses, barns and other structures, and easy access to the public, Leichtag Commons is situated in an ideal North County location.

Essential Duties and Responsibilities

The essential functions include, but are not limited to, the following:

Production and Distribution:

- Manage all production departments, including vegetables, herbs, flowers, food forest, vineyard, animals and composting.
- Manage all farm distribution efforts, including farm stands, CSA and wholesale and donation distribution.
- Oversee infrastructure development and management, irrigation, farm maintenance, safety, cleanliness and organization.
- Supervise farm staff, volunteers and interns.
- Manage weekly farm schedule, and farm-wide policies and procedures.
- Manage farm record keeping, purchasing, billing, receiving, etc.
- Ensure farm compliance with local, state and federal regulations, and maintain organic certification.
- Manage annual budget and strategic development for the farm.
- Support resource development for farm.
- Incorporate Jewish agricultural practices into the development and management of the farm.

Training and Replication:

- Lead the development of farmer training and apprenticeship programs
- Support farm development and consulting efforts

Education and Events:

- Lead farm education workshops, presentations, etc.
- Integrate Jewish practices and traditions to programming and communications.
- Assist in planning and implementation of farm education and events.
- Host guests and lead tours, highlighting our farming practices.
- Provide general support at Coastal Roots Farm programs and events.

General Administration:

- Provide outstanding management and mentoring to direct reports and to all Coastal Roots Farm staff.
- Partner with Leichtag property staff regarding policies, property maintenance and infrastructure projects.
- Participate in regular farm leadership team meetings and full staff meetings.
- Attend professional development opportunities, as appropriate.
- Engage with other organizations and opportunities throughout the North County Hub, E3Cluster, San Diego County, California and nationally.

Required Qualifications and Experiences

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- At least 5 years of relevant work experience and a relevant college degree, within the fields of organic/biodynamic farm management focused on agricultural education.
- Outstanding and proven skills in managing diverse teams with maximized productivity and efficiency.
- Passion for interacting with and educating community members, volunteers and staff of varied ages and backgrounds.
- Knowledge and passion for community farming, food justice, food systems development, etc.
- Strong knowledge of agricultural equipment use and safety.
- Cooperative, service-oriented attitude and ability to work independently and take initiative, set priorities and see projects through to completion.
- Strong communication, interpersonal and relationship development skills.
- Ability to be open and flexible to new ways of working with diverse communities.
- Creative skills and ability to experiment to attain new, better strategies, approaches, and solutions to challenges.
- Flexibility and willingness to take on a variety of tasks along with an ability to work effectively in a highly collaborative, team environment.
- Excellent computer skills and proficiency in Microsoft Office.
- Detail oriented.
- A valid driver's license.

Preferred Qualifications and Experience:

- Master's degree in sustainable agriculture education or related field.
- Certification in organic farming and/or experience with biodynamic farming and permaculture.
- Jewish education experience.
- Experience with soil and water management.
- Experience with irrigation development and management.
- Experience working with livestock.
- Food safety training.
- Technical knowledge and familiarity with irrigation construction, troubleshooting, and repair.

- Knowledge of species and climate specific to Southern California.
- Experience as an agricultural or environmental educator.
- Project management experience.
- Training in active listening and constructive communication techniques such as Non-Violent Communication, meeting facilitation, etc.

Reporting Relationships

Reports to the Associate Director.

Supervises the Vegetable Production Coordinator, Food Forest Coordinator, Animal Husbandry and Composting Coordinator, Farm Distribution Coordinator, and Farm Education Coordinator.

Compensation

Salary commensurate with experience. Coastal Roots Farm offers a competitive benefits package.

Typical Working Conditions

The Farm Manager will work outdoors. There will be exposure to Southern California outside temperatures, chemicals used in the agricultural industry, and loud noises.

Essential Physical Tasks

Continual walking, standing, climbing, stooping, bending, kneeling, reaching, lifting, cutting and carrying.

Equipment Used

Tractors, Bobcat, Kubota, dump truck, delivery truck, pick-up truck, rental equipment, hand tools, power tools, computer.

How to Apply

Please email your resume to jobs@coastalrootsfarm.org, and state the position for which you are applying in the subject line of the email.

Coastal Roots Farm is an equal opportunity employer.