



Title: Farm Manager

Status: Full time (40 hours per week, typically M-F 8:00am-4:00pm, with some early morning, evening, and weekend hours)

Wage: \$16-18/hour, commensurate with experience; medical and dental benefits available; paid time off

Locations: Based out of Manchester, NH offices with travel to Dunbarton and Concord farms

About ORIS and Fresh Start Farms

The Organization for Refugee and Immigrant Success (ORIS) is an ethnic community-based nonprofit organization with the mission to aid in the resettlement of refugees and immigrants in New Hampshire by providing training, assistance, resources, and opportunities that promote self-sufficiency. ORIS's Board of Directors and staff are majority new Americans, representing eight countries and fluent in thirteen languages. The power of ORIS lies in its cultural understanding, linguistic expertise and first-hand knowledge of the immigrant experience.

ORIS's New American Sustainable Agriculture Program (NASAP) engages refugees and immigrants with agricultural backgrounds in developing their own small sustainable farm enterprises that are consistent with their culture, lifestyle, and aspirations. NASAP provides farmer training, technical assistance, access to land and markets and business development support. Participants are able to sell their produce through farmers markets and farm stands, and ORIS's Fresh Start Farms brand, which includes a farmshare, a new retail store in Manchester, farmers markets throughout the region, and the Fresh Start Food Cart, a mobile farmers market.

Job Summary:

Reporting to the NASAP Director, the Farm Manager is responsible for managing the various growing sites for NASAP, which currently include a 7 acres in Dunbarton and 5 acres on two sites in Concord. ORIS is actively working to secure additional sites for NASAP participants to cultivate as well. The Farm Manager also provides training and support in vegetable crop production to farmers, interns, and volunteers. The Farm Manager works closely with Nasap Director and farmers to link growers with program activities and with other agricultural support services. The Farm Manager may be called upon to supervise a seasonal farm assistant, on-farm volunteers, and/or interns.

Responsibilities:

- Oversee incubator farms, including equipment and infrastructure, to ensure safety and functionality for all NASAP participants, staff, volunteers, and visitors.
 - Adequately prepare all NASAP sites used by new American beginning farmers, including plot assignments, tilling, crop cover, and soil health.
 - Maintain and manage use of NASAP equipment (rototiller, hoop houses, irrigation systems, fencing, etc.)
 - Develop, maintain and repair infrastructure including green houses, wash stations, wells, and other projects that improve productivity and food safety.

- o Maintain pesticide applicator's license and work closely with growers to implement an organic pest management system.
- Oversee land-based training, incubator farm production activities and opportunities for NASAP participants.
 - o Provide one-to-one technical support to NASAP participants related to production planning, seed/plant orders, plant spacing, harvest timing, pest management, and other activities.
 - o Coordinate with farmers to implement crop rotation, soil conservation, and other management practices included in contracts.
 - o Collaborate with farmers in all aspects of farm management, including and not limited to seedling production, high tunnel usage, and field preparation.
 - o Support farmers' documentation of their production activities; take photographs and assist growers with maintaining farm records. Coordinate farmers' applications to applicable farmer support programs, including USDA's equipment (NRCS) and crop insurance programs, as well as others as needed
- Coordinate on-farm activities for visitors, volunteers, and interns as required, including coordination with local schools.
- Coordinate bulk order supplies from different vendors
- Assist NASAP Director with program evaluation, including on-farm data collection and management, and production of timely reports.
- Attend relevant conferences, trainings, and workshops, and support farmers in attending as well. Keep up-to-date on professional research and literature.
- Participate at regular project meetings and other events as scheduled.
- Perform other related duties as assigned.

QUALIFICATIONS

Applicants should be able to take on a leadership role in helping immigrant farmers reach their farm goals. Flexibility, cultural sensitivity, and strong agricultural skills are a must. The candidate must be well organized, self-motivated, and exceptionally accountable. Minimum of 2 years' experience in sustainable agriculture and/or farm management in the northeast U.S.; installing, working with, and repairing farm equipment such as tractors and irrigation systems; and effectively implementing project plans.

- Experience in community building/development and with training multicultural groups including those with limited literacy and/or English comprehension.
- Proficiency in another language will be considered an asset (Kinyarwanda, Spanish, Arabic, Kirundi, Maay Maay, Nepali, Swahili, etc.) and multilingual candidates are highly encouraged to apply.
- Ability to safely operate farm equipment, lift heavy objects, and perform manual labor required.
- Excellent interpersonal skills, particularly oral and non-verbal communications skills.
- Exceptional time management and organization skills.
- Demonstrated ability to collect data and keep accurate, meticulous records.
- Committed to food and land justice, sustainable agriculture, community development, and issues impacting new American communities.
- Ability to both collaborate as part of a multicultural team and be self-motivated, working with minimal supervision.
- Driver's license and clean driving record required.
- Candidates with first-hand or lived experience in new American communities are especially encouraged to apply

- Evening and weekend availability

ORIS is an equal opportunity employer. To apply, please send a resume and cover letter expressing your interest in the position to amunene@refugeesuccess.org. Applications will be reviewed on a rolling basis.