



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: \$18-20/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 total of 20.5 on 4 sites in Dunbarton, Concord, and Boscawen, NH. 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 farm equipment (rototiller, hoop houses, irrigation systems, fencing, etc.)
- Ensure all staff and farmers are following food safety plans and guidelines
- Develop, maintain and repair infrastructure including green houses, wash stations, wells, and other projects that improve productivity and food safety.
- Maintain overall landscape and appearance of farm sites, including mowing, garbage pick up, and other tasks as needed.
- Maintain pesticide applicator's license and work closely with growers to implement an organic pest management system.
- Provide weekly support for NASAP farmers on harvesting and post-harvest handling and safety
- Provide one-to-one technical support to NASAP participants related to production planning, soil conservation and fertility management, seed/plant orders, plant spacing, harvest timing, pest management, high tunnel usage, and other activities.
- Support farmers' documentation of their production activities; take photographs and assist growers with maintaining farm records.
- Coordinate on-farm activities for visitors, volunteers, and interns as required, including coordination with local schools.
- Coordinate between participating farmers and staff to maximize farmers' sales of crops through available market channels
- Assist NASAP Director with program evaluation, including on-farm data collection and management, and production of timely reports.
- Attend relevant conferences, training, and workshops, and 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, 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
- Occasional 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 careers@refugeesuccess.org. Applications will be reviewed on a rolling basis.