



**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, Boscawen 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 7 acres in Dunbarton, 5 acres on two sites in Concord, 5 acres including small fruit plants in Boscawen, and an additional 4 acre site in Concord that is under development. This includes maintaining equipment and infrastructure, tools, land preparation and maintenance, and leading additional infrastructure projects on each site as needed. 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.
- Day-to-day management of fruit farm in Boscawen, including mowing, mulching, pruning, etc.
- 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.
- Maintain pesticide applicator's license.
- Support land-based training for participants in coordination with other NASAP staff, including weekly harvest support.
- Collaborate with and assist Training and Technical Assistance Manager with technical support for NASAP participants related to production planning, seed/plant orders, plant spacing, harvest timing, pest management, and other activities.
- Collaborate with farmers in all aspects of farm management, including and not limited to seedling production, high tunnel usage, and field preparation.
- Support farmers' documentation of their production activities and assist with maintaining farm records.
- Coordinate on-farm activities for visitors, volunteers, and interns as required, including coordination with local schools, in coordination with the Training & Technical Assistance Manager.
- Attend relevant conferences, trainings, and workshops, and support farmers in attending as well.
- 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 with farm management and/or sustainable agriculture 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 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 records.
- Ability to both collaborate as part of a multicultural team and be self-motivated, working with minimal supervision.
- Must have a valid driver's license, clean driving record, and reliable private vehicle;
- Travel between Manchester, Concord, Boscawen, Dunbarton and other NASAP sites is essential (with mileage reimbursement for private vehicle travel).
- 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](mailto:amunene@refugeesuccess.org). Applications will be reviewed on a rolling basis.