



Manage a Certified Naturally Grown farm, help train beginning farmers, support rural access to healthy foods, and shape program direction in the beautiful mountains of Highland County, VA.

POSITION TITLE: Allegheny Farm Manager

OVERVIEW: The Allegheny Farm Manager works with Fellows, staff, and program participants to manage the growth and production of vegetables, fruits, eggs, and meat for programming, sale, and donation. The Farm Manager uses Certified Naturally Grown methods to promote soil and watershed health and teaches these skills to others via hands-on training. The Allegheny Mountain Institute is revising our programming and community impact in rural Highland County, Virginia, and the farm manager will help shape the farm's programmatic direction.

The Farm Manager is a full-time, exempt position. Work hours may fluctuate and are dependent on seasonal and organizational needs. Salary is \$42,000-\$50,000, commensurate with experience, and includes on-site housing. Additional salary may be available should the farm manager prefer to live off-site.

KEY RESPONSIBILITIES:

Garden

- Use fields, greenhouse, and season extension structures to grow 1-2 acres of diversified vegetable crops using Certified Naturally Grown methods, including seed ordering, plant propagation and cultivation, irrigation, pest and nutrient management, harvesting, processing, and relevant record keeping
- Manage proper storage and distribution of food for program participants, area donation and sale (seasonal Farmers Market and CSA)
- Build soil health through garden rotation, soil testing, composting, cover crop, and input materials
- Manage and expand a small orchard, medicinal and perennial crops, including pest protection, pruning, mulching, and plant selection

Animal

- Manage and integrate laying chicken and seasonal broiler flocks into pasture and garden rotations
- Manage a small apiary, with the support of local beekeepers
- Potential to manage and rotate ruminants, depending on experience

Program Support

- Instruct, supervise, and mentor Fellows and/or program participants in daily farm work and tasks
- Supervise assigned Community Fellows in the associated farm, distribution, and sales work
- Participate in strategic planning, staff meetings, and activity coordination with AMI staff, the farm landowner, and the board of directors
- Assist with and/or teach farm lessons or workshops, depending on interest and availability
- Assist with special events, public visits, educational events, and volunteer days as needed
- Serve as staff emergency contact in coordination with other staff

Maintenance

- Maintain garden grounds, tools, fences, and gates, including mowing and cutting, weed and pest removal, waste removal, etc.
- Test and maintain freshwater springs and water catchments for the garden and farmhouse

- Coordinate with contractors for operational and maintenance needs
- Maintain records and coordinate maintenance of vehicles and equipment in coordination with the Facility Caretaker

Administrative

- Maintain farm operation records in compliance with AMI operational standards and Certified Naturally Grown certification
- Secure necessary purchases following farm budget, submit expense records
- Compile annual Farm Report

QUALIFICATIONS:

- Knowledge of and commitment to building a resilient, collaborative, and equitable food system that is grounded in Certified Naturally Grown and regenerative agriculture practices
- Two years of experience in full-season organic vegetable production and management, post-handling, processing for sale, storage, and distribution
- Demonstrated leadership and management skills, including at least one-year managing two or more employees and/or small groups
- Ability to independently identify tasks, set priorities, and see projects through to completion
- Excellent interpersonal and communication skills, including the ability to collaborate with and connect to diverse communities and individuals
- Experience operating and maintaining farm equipment
- Computer proficiency, including Microsoft Office and Google suite
- A valid driver's license with a good driving record

PREFERRED QUALIFICATIONS:

- Bachelor's degree or equivalent training and work experience
- Apiary management experience
- Rotational, multi-species grazing experience
- Teaching or mentoring experience
- Carpentry, plumbing, mechanical, and electrical skills and experience with basic repairs
- Two or more years operating a tractor, snow plow, and power tools

PHYSICAL REQUIREMENTS OF THE POSITION:

This position requires working outside in physically demanding environments, including extreme weather, and the ability to lift 50 pounds. The physical demands described above are representative of those that must be met by an employee to perform the essential functions of the job successfully.

COMPENSATION:

This is a full-time, exempt, year-round position. Salary is \$42,000-\$50,000, commensurate with experience, and includes on-site housing. Additional benefits include health and dental insurance, workers' compensation coverage, earned vacation, wellness leave, holidays, a farm-grown food share, and opportunities for professional advancement and regional networking. Additional salary may be available should the farm manager prefer to rent housing off-site.

TO APPLY:

Apply [online](#) by December 19 for priority consideration.

AMI is an Equal Opportunity Employer actively and consciously seeking to create a passionate team representative of diverse backgrounds, points of view, and experiences. People of color, LGBTQ individuals, people with disabilities, and people with other marginalized identities are encouraged to apply. We will not discriminate in our hiring on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, military status, pregnancy, mental or physical disability, or political affiliation.

ABOUT AMI:

Allegheny Mountain Institute (AMI) is a 501(c)3 non-profit organization working to cultivate healthy communities through food and education. We pursue our mission through a hands-on Farm and Food System Fellowship and farm-to-institution projects in Highland and Augusta Counties, VA. We are working to transform our local food system through educational programming and community-based collaboration.

The Allegheny Farm campus is situated at over 4,000 feet on a triple watershed divide in beautiful Highland County, VA. The farm serves as the campus for the AMI Farm and Food Fellowship, an experiential and residential program in which Fellows deepen their farming skills while connecting with nature, building community, and exploring critical issues related to the food system.

Visit www.amifellows.org for more information on AMI and our programs.