



## Who We Are

Agmenity designs, installs and manages agricultural amenities (community farms) for homeowners' associations, developers, and other clients. Our interactive and community focused "agmenities" foster resident relationships and neighborhood engagement, and we currently have active farms in Texas and Florida as well as various consulting projects nationwide.

We are looking for team members who consider farming and educating a career, and who believe deeply in the power of sustainable agriculture and connecting people with their food. If you are a passionate and committed human who cares about farming and looking to be part of a special team, then we would love to hear from you.

## Communities

Agmenity designs and operates small-scale, sustainable farms that are fully integrated into a development's footprint and geared to connecting residents and the broader community with local food. At times referred to as agrihoods, these agricultural amenities serve as a dynamic community resource where residents can access fresh local produce in addition to participating in various educational programs, events, and other farm happenings.

Our team members play an integral role in the day-to-day production needs related to a year-round, diversified vegetable operation, and help create a welcoming and positive environment that engages and inspires the community through a beautiful farm space.

## Job Description

The Director of Operations for Florida is a new leadership and management role within Agmenity. This position will play a critical role in developing and launching our new Orlando based farm, in addition to supporting the company's holistic monthly operations in Florida that includes two current farm amenities operating in Land O' Lakes and Palm City. This position encompasses a broad range of skills and knowledge and will require a high level of organization, time management, communication, leadership, attention to detail, and will work closely with and under the guidance of Agmenity's COO.

As a new role, this position description will present the currently known and anticipated core responsibilities of the job but as Agmenity continues to evolve and grow there is a strong likelihood for this position to expand in scope and scale of responsibility. The current projection is that this position will begin as a core member of the Orlando farm team that is physically involved in daily farm needs and production, and over the next ~3 years it would evolve into a standalone role that is not based at a specific farm and would be responsible for all of Agmenity's Florida operations.

## Core Responsibilities & Essential Functions

Of note, the percentage listed next to each core area is the anticipated allocation of time and energy for the Director role on a monthly basis.

### Orlando Farm :: 80%

- 1. Farm Planning, Agricultural Development, and Food Production:** Starting a farm from Day 0 is a dynamic and complex process and this position will play a fundamental role in the farm's launch, including:
  - Actively develop and install the farm's physical growing and operational spaces in a manner that ensures the project's both initial and long-term sustainability and success. Of note, a comprehensive site and farm design plan already exists and this role would help refine and implement its execution.
  - Develop and implement holistic farm systems that support consistent year-round food production for the Farm Store, CSA Program, and other distribution avenues, in addition to curating the farm as a platform for various types of community programming and engagement



- This will be a physically active and hands-on farming job with dedicated time in the fields each week, including: planting, weeding, harvesting, washing, and distributing produce; working with and maintaining small equipment & tools (including BCS & 4-wheel tractors); greenhouse management; among other farm-oriented duties & tasks

Over the next 5 – 10+ years as the development reaches full maturity, it is anticipated that the main vegetable production space will be ~3+ acres and will include both field and tunnel production, in addition to 30-acres of additional agricultural areas that will include opportunities for community gardens, orchards, u-pick program, apiary, potential livestock, and other farm-based activations.

## 2. Community Programming Development,

**Engagement, and Delivery:** As the Orlando development matures, the Director role will be instrumental in activating and supporting robust programming opportunities for residents and the broader public that includes farm tours, classes, workshops (garden & culinary), and other special events.

## 3. Administration and Management:

The Director role will fully embody the management needs of the Orlando farm, including but not limited to:

- Help hire and manage the eventual Farm Team (4 full-time employees, including a Farm Manager position), and serve as a valuable role model and helping to train, guide, and support the development of individual team member's skills, knowledge, and abilities
- Oversee the daily, weekly, & monthly scheduling, planning, and execution of all agricultural and community-based deliverables
- Serve as a farm and Agmenity representative & liaison for residents and the broader community
- Consistent communication and coordination with Agmenity's COO to help support the project's full alignment with Agmenity's philosophy, culture, and business development & trajectory





#### 4. Additional Duties Include:

(due to the nature of year-round farming this is not an exhaustive list, but should serve as a helpful baseline)

- Organization and Recordkeeping related to year-round crop planning; sourcing materials, tools, and supplies; expenses and budgeting; and other farm reporting needs
- Developing a high-performance team culture that maintains a disciplined and well-paced work environment and fosters continuous learning, quality of work, and accountability.
- Ensuring premium quality of all produce leaving the farm and curating an aesthetically beautiful farm space
- Maintaining sanitary, safe and organized work and storage areas that follow best practices related to the FSMA and local health codes
- Communication with the developer, HOA, project partners, stakeholders, and community members via interpersonal relationships, email, formal public programs, and required attendance at meetings

### Agmenity Florida Farm Amenities, Operations, and Management :: 20%

The following elements are not the sole responsibility of this position and will be closely integrated with Agmenity's COO, but as a higher-level leadership role within the company it is expected that the Director of Operations will be actively supporting and have shared responsibility within the following:

1. **Farm Amenity & Team Support:** Agmenity currently has two other Florida projects, the Angeline Farm in Land O'Lakes, FL and the Newfield Farm in Palm City, FL. While both are currently active with food production and community programs, they are still in the early stages of the project and are relatively new farms.

This position will require regular engagement and support of other farm amenities and their respective teams, which includes monthly on-farm visits (can be more frequent in times of job transitions and other farm needs); agricultural guidance & training; attendance and support for special program & events (seasonal festivals, on-farm dinners, among others); assistance with special projects (tunnel installation, orchard planting, et al); presentations within all-team



meetings; and other elements that help build a supportive, positive, and enriching environment for all farms and team members.

In regards to travel, each farm is roughly ~2 hours from Orlando and monthly farm visits could be undertaken within a single day, but some overnight travel will be required based on farm and team needs as well as special events and other farm happenings.

**2. Agmenity Representative for Client and Community Activities, Meetings, and Other Needs:** The Director will serve as an Agmenity representative for all of our clients and the broader Florida region's agricultural communities, which includes attendance at formal meetings (HOA, etc), conferences, and other events.

**3. Management of Agmenity Vehicles & Equipment Maintenance Program:** Each farm is directly responsible for the regular care and maintenance of their project's vehicles and equipment, and the Director will provide ongoing management and macro support to ensure best practices are being followed and implemented.

**4. Development and Creation of Agmenity Resources:** This role will assist with the ongoing development of Agmenity's Resource Library and Farm Handbook, which may include the creation of documents, videos, and other educational materials that supports team member agricultural and professional development.

**5. Holistic and Cultural Elements of Agmenity:** This position will actively support, communicate, share feedback, and help shape the following elements for both the near-and-long-term

- Agmenity Culture
- Team Wellness, Health and Safety
- Agmenity Company Vision and Evolution

**6. Professional Development:** A continual pursuit of learning and knowledge is a core belief of Agmenity and the Director role is encouraged to actively seek professional development opportunities.



The Director of Operations will work a flexible schedule depending on season and weather but will average 40 - 45 hours a week. They will receive two consecutive days off but due to the community focus of the farm weekend (Saturday- Sunday) work will regularly be required.

## Experience

Ideally, 5+ years of sustainable farming experience with a minimum of 3+ years being in leadership and management positions. Educational and public programming experience with a range of age groups is also weighed heavily.

## Education

Applicants with education (formal and informal) in agriculture, education and other select areas will be given special consideration. That said, direct, hands-on, and experiential life education related to agriculture, sustainable farming, and human management is required.

## Abilities

**Must have the ability to:**

- relate to people in an open, friendly, and professional manner
- show understanding, courtesy, empathy, tact, politeness, and concern
- deeply value timeliness, organization, and attention to detail
- work as part of the collective Agmenity team and both give and take directions
- successfully balance, plan, and implement the diverse spectrum of micro needs & tasks of the farm's everyday with the long-term macro deliverables
- work at a constant pace for up to 10 hours a day
- appreciate humility, deep observation, and continuous learning
- tolerate weather extremes and do physical labor outdoors year-round
- lift 50 lbs and carry it 40 feet
- cultivate a positive mindset (even when under stress)
- drive tractors and delivery trucks
- enjoy working in group settings while embodying personal initiative and independence





- communicate clearly, openly and timely with the ability to truly listen
- relate well with people from varied backgrounds and in different life situations
- be open to receiving and sharing feedback
- embody a deep respect and care for your fellow human regardless of age, gender, race, ethnicity, sexual orientation, religion, nationality, or diverse mental & physical abilities

## Background Check

Agmenity proudly operates community based farms that provide a drug and substance free work environment. If a team member is under the influence or intoxicated at work, then they may be drug and alcohol tested at the will of the company. Additionally, the company will run background checks on all candidates, and since this position entails regular travel a clean driving record is required.

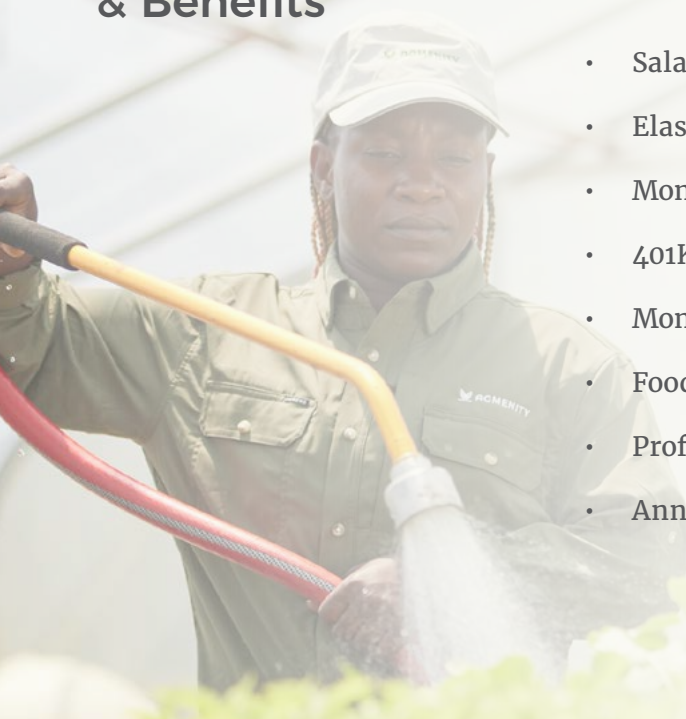
## References

Three professional references, with a strong preference for agricultural and/or education references, are required. By submitting this information you give Agmenity permission to contact your references for information related to your employment and performance.

## Compensation & Benefits

The Director of Operations of Florida is a full-time, year-round salaried position with the following compensation & benefits:

- Salary: \$68,000 - \$76,000
- Elastic Paid Time Off policy (15+ days)
- Monthly \$400 Health Benefit via a QSEHRA
- 401K Retirement Benefit w/ 2% matching
- Monthly \$60 Phone Stipend
- Food related benefits including produce, eggs, and other provisions
- Professional development
- Annual Performance Salary Raises as well as Tenure Based Raises



## To Apply

Currently accepting applications for the following locations:

Orlando, FL

Send current resume, letter of interest, references, and responses to the following questions to:

[info@agmenity.com](mailto:info@agmenity.com)

1. What is your relationship with farming and why does this position excite you?
2. From your perspective, how does a farm manager help create a healthy and successful team environment?
3. Please share an experience that was instrumental in your growth, understanding, and development as a leader and manager:
4. Beyond your resume and previous work experiences, are there any other parts of who you are as a human that you think will allow you to be successful in this position or would be valuable for us to know about you?

