



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.

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 Lead Farm Educator II is a senior Farm Manager position that is either associated with the launch of a new agricultural amenity where the individual plays a critical role in building the long-term foundation of the farm, or for a highly experienced individual who has demonstrated a significant commitment to the art and craft of sustainable farm management. This is a critical leadership role that is responsible for the holistic management of an agricultural amenity's full scope of deliverables, including vegetable production, community programming, and team management.

Of note, the following job description mirrors the Lead Farm Educator I position but with the expectation and understanding that this particular role will require a broader level of professional skill, competency, and execution, which is reflected in the higher pay scale. Additionally, if this role is for the launch of brand-new farm, then there are a plethora of variables related to the individual project's scope and scale that will influence the early phases of the job that will be discussed during the hiring process – ie launching a community farm from Day 0 is an amazing experience but embodies a multitude of dynamics that are typically not required when managing a fully mature farm that has been in operation for several years.

Agmenity's leadership team works closely with this position to help support farm decision-making, weekly operations, stakeholder relationships, and overall management needs in order to foster the project's and team's collective success as well as to ensure a macro alignment with the company's vision and philosophy. That said, the Lead Farm Educator is directly responsible for the day-to-day operations of the farm and works alongside a team of Farm Educators to curate a beautiful and productive agricultural space. This position is a highly physical, hands-on farming job with a significant portion of each day working in the fields in addition to office related duties.

Additionally, farming requires a wide range of specific skill sets, however, it does not typically necessitate the level of interpersonal skills that being a Lead Farm Educator involves. This position will have significant public facing experiences through day-to-day interactions with farm visitors as well as formal tours, classes, and other special events.



Job Description

Cont.

Duties may include:

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

- Managing a team of Farm Educators to ensure the farm's macro success related to the growth, harvest and sales of crops; planning and executing successful community programming; creating a healthy, positive, and welcoming environment for both team and community members
- Planting, weeding, harvesting, washing, and distributing produce; working with and maintaining small equipment & tools (including BCS tractor); greenhouse management; tending chickens and potentially other small livestock; among other farm oriented duties & tasks
- 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.
- Serving as an Agmenity representative & role model and helping to train, guide, and support the development of individual team member's skills, knowledge, and abilities.
- 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

Lead Farm Educators 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.



Job Description Cont.

Experience

Ideally, 3 – 5+ years of sustainable farming experience with 2+ years being in a leadership and management position. 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 and sustainable farming 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
- 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)
- enjoy working in group settings while embodying personal initiative and independence
- communicate clearly, openly and timely
- 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.

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 Lead Farm Educator position is a full-time, year-round salaried position with the following compensation & benefits:

- Salary: \$55,000 - \$64,000
- Cost of Living Stipend (location based for higher cost of living regions)
- Elastic Paid Time Off policy (15+ days)
- Monthly \$400 Health Benefit
- 401k Retirement Benefit w/ 2% match
- 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, Florida

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

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. 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?

