



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 Senior Farm Manager serves as a critical leadership role that is responsible for the holistic management of an agricultural amenity's full scope of deliverables, including year-round diversified vegetable production, community programming, and team management. 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.

The ideal candidate is a highly experienced individual who has demonstrated a significant commitment to the art and craft of sustainable farm management, and has a true passion and understanding of the responsibility of growing food for people and building community. Additionally, a deep knowledge and comfort in organic and sustainable farming practices as well as direct experience managing and delivering multiple produce distribution channels (CSA, Farm Stand, Farmers Markets, et al) is essential.

This role embodies the unique opportunity to join an established early-stage farm with a solid and proven foundation but one that is still growing and expanding in both scale and vision, which also correlates to a dynamic pathway for continued career growth and professional evolution. The Senior Farm Manager position is well-suited for an individual who is seeking an opportunity where their daily work, energy, intention, and decision-making is deeply meaningful and will actively help build and shape the long-term trajectory of a community farm.

As such, Agmenity is looking for an individual who still very much loves to actively farm and be in the fields on an everyday basis, but is also interested in a longer-term commitment (3 – 5+ years) where they can deepen their knowledge and experience related to: macro and high-level strategic planning; helping to design, implement, and navigate multi-year farm & community initiatives (U-Pick; orchards; pastured poultry; apiary; etc); team & human management; among other kinetic and evolving elements that support a role with continued professional growth, development, and responsibility.

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 Senior Farm Manager is directly responsible for the



Job Description Cont.

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 administration 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 Senior Farm Manager 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.

This position description presents the currently known and anticipated core responsibilities of the job but as the farm continues to evolve and grow there is a strong likelihood for this position to expand in scope and scale of responsibility as well as position title.

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 & larger scale tractors); 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.



Job Description Cont.

- 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

The Senior Farm Manager 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. Experience in market farming with a strong understanding and demonstration of true, at-scale food production utilizing sustainable and organic farming practices is essential. Additionally, 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
- 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.

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 Senior farm Manager is a full-time, year-round salaried position with the following compensation & benefits:

- Salary: \$66,000 – \$78,000
- Elastic Paid Time Off policy (15+ days)
- Monthly \$450 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:

Martin County, 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. 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?