

Vintage Soil Farm (VS) is expanding and we are looking to add a Field and Operations Manager to our team!

### **About Us**

Our mission is to cultivate soil, food, and community sustainably. VS is a small-scale mixed vegetable farm. For the past 3 years, we have operated on rented land in Kemptville and we are excited to say that we are transitioning our farm to our own land for 2024 located in Frankville Ontario located directly in between Kingston and Ottawa.

VS is a mix of draft power and human power and for 2024 we will be adding some tractor work to our system. We grow in accordance with the organic certification standards and will be pursuing certification on our new land.

In 2024 VS will be growing up to 4 acres of mixed veg along with 4 acres of cover crop. In addition to that we have 2 greenhouses. VS distributes our produce through 2 farmers markets, a summer CSA and a fall CSA.

### **Position Summary**

As we transition to our new farm we are looking for a Field and Operations Manager who can work alongside the farm manager to help run the day-to-day operations.

While working as part of the team, the Field and Operations Manager will coordinate and direct the activities of the farm team to ensure optimal productivity, quality and safety on the farm.

Reporting to the farm manager, the Field and Operations Manager will be communicating on a daily basis regarding farm operation needs.

The Field and Operations Manager will be expected to function as a lead and a member of the farm team and will be asked to provide feedback to the farm manager on the farm team's performance and needs.

At Vintage Soil Farm we meet regularly as a team and in one on one meetings. We are a small team of 3-4 people and our staff and work culture are very important to us. Honest and open communication is an essential part of our farm.

### **Roles and responsibilities**

1. Working alongside the farm manager to ensure that farm production and quality goals are met
2. Working alongside the farm manager to carry out the weekly work schedule
3. Lead harvest days ensuring timely flow and scheduling of crop harvesting
4. Work alongside the farm manager to determine field priorities week to week
5. Ensure that cultivation is done in a timely manner and communicate priorities to the farm manager on a regular basis

6. Manage the farm team alongside the farm manager and ensure performance by providing training and feedback to ensure they have the appropriate skills for the assigned task
7. Facilitate a respectful, communicative and team-orientated work environment
8. Communicate to the farm manager to ensure the necessary supplies and parts needed are available for the farm and equipment operations
9. Maintain a safe, clean and well-organized environment for staff and customers
10. Provide insight to the farm manager for the development of new farm systems
11. Contribute to the development of a long-term farm strategy for farm operations
12. Manage a weekly farmers' market
13. Perform other related duties as required

### **Qualifications**

3+ years of farming experience

Management experience an asset

Farmers' market experience an asset

Tractor and two-wheel tractor experience an asset

Ability to work outside during all conditions

Ability to lift 40 lbs regularly and repetitively

Ability to work with a team and create a positive work environment

Ability to carry out solo tasks effectively and efficiently

Ability to make quick decisions and set priorities throughout the day

Full driver's license required

Horse experience an asset

### **Job Terms**

April 10th to November 30th (there may be potential for work in December)

35 hours a week. There may be potential for a few extra hours here and there, we value work-life balance and will never work more than 35-40 hours a week.

### **Accommodations**

On-farm accommodations are available for a discounted rate of \$400/month. Fully furnished. Internet and utilities included.

The housing may be available year-round, a lease will be signed for April to November with a lease review scheduled for the end of November.

### **Benefits**

Health & Wellness stipend- \$500

Work gear stipend- \$200

2 Paid sick days

Access to fresh, seasonal vegetables

Wage review after 4 months

### **Compensation**

Starting wage is \$20+/hr

Taking into account discounted rent starting wage is calculated at \$24+/hr

*Priority will be given to candidates who are interested in long-term/multi-year employment and there is the potential for a longer-term contract for 2025*

**Please send your resume and a cover letter to Isabelle at [isabelle@vintagesoilfarm.com](mailto:isabelle@vintagesoilfarm.com)**

**Applications will be reviewed on an ongoing basis.**

**Preference for an in-person interview.**