



**Community enCompass' McLaughlin Grows Urban Farm is seeking an Urban Farm Manager.**

As a community-based social enterprise, McLaughlin Grows! seeks to:

- Provide employment to McLaughlin residents by offering job training opportunities as well as the development of entrepreneurial and business skills
- Transform the local food system by providing neighborhood residents with access to nutritious, affordable, organic produce
- Build a healthy neighborhood by creating green space, promoting social interaction and fostering a sense of community

The position will work approx. 30 hours December-February, with increase to 40+ hours during spring and summer growing season. This unique farm management position will be responsible for the cultivation and management of our two farm sites (approx. 1.5 acre, located in the heart of Muksegon, including a commercial hoop-house, smaller hoops, and a modular aquaponics system). The farm is a multi-purpose space used for organic-practice production, demonstration, education and events, and the farm manager must keep the space presentable to the public at all times.

The Urban Farm Manager will be responsible for meeting aggressive earned revenue goals and pursuing grants (which partially fund the position). S/he will lead farm and garden education through tours and workshops with volunteers, job trainees, VISTAs, youth farmers, and other visitors. S/he will be responsible for farm business management and crop planning. S/he will oversee all farm/garden production and manage sales and communication with existing wholesale clients and the Community Supported Agriculture (CSA) Program. S/he will work with existing partners in the community on seed starts, composting, educational programming, and is encouraged to develop new partnerships.

The Urban Farm Manager will oversee and develop work schedules for Americorps VISTAs (year-around), 5-8 youth farmers during the growing season, and various groups of volunteers. S/he will report to the Community enCompass Executive Director and to the McLaughlin Grows Steering Committee.

More information about the history and operations of McLaughlin Grows Urban Farm can be found at <http://communityencompass.org/our-initiatives/mclaughlin-grows/> and lots of pictures of the activity and evolution of this project can found on Facebook at "McLaughlin Grows Urban Farm."

**Qualified candidates will exhibit the following:**

- At least three years of farming experience, with some urban farming preferred
- Management experience that demonstrates the ability to raise crops from seed to table
- Commitment to and experience in sustainable practices including weed, pest and water management.
- Previous experience with season extension/ hoophouse operation.
- Previous experience with managing sales through farmers markets, wholesale accounts, and/or Community Supported Agriculture (CSA) Program
- Site planning, crop rotation, and business management experience
- Flexibility to work non-traditional hours in non-traditional settings, including seasonal 40+ weeks, evenings, and weekends as required.
- A commitment to keep the multi-purpose farm space clean and tidy in an urban environment.
- Experience teaching, training, and/or working with volunteers (and youth) in a farm or outdoor setting
- Computer literacy and comfort using technology on a daily basis.
- Experience and dedication to data collection and reporting.
- Dedication to working as a member of and in partnership with diverse communities.
- Experience working in teams.
- Willingness to adapt to changing organizational conditions and extremely limited resources.
- Basic carpentry skills, equipment maintenance skills and small engine repair skills are a big plus.
- Experience with grant-writing is a plus
- Solid management skills- previous experience working with diverse employees and youth.
- Creativity, flexibility, resourcefulness and Positive Thinking!
- Clean background check and valid driver's license will be required.
- Preference given to Muskegon-area residents or those willing to relocate to and engage in the Muskegon Downtown community.

**Compensation Range:** \$17,000-\$20,000, depending on experience. Free housing provided in addition to salary, including rent and utilities (Valued= \$8,000).

**To apply:** Resume & 2 page cover letter, complete with reference contact information, to Sarah Rinsema-Sybenga, Executive Director at [sarah@communityencompass.org](mailto:sarah@communityencompass.org). Samples of written or visual work also welcome, though not required. Examples include: crop/ site plans, pictures, educational program outlines or curriculum, etc.

**\*\*All Applications are due December 19<sup>th</sup>\*\***