



FARM & WILDERNESS

Position Description: Gardener

Final 02.12.2010

Year-Round, Full-Time, At-will employee

Salary Category: Farm & Garden /Buildings & Grounds Support

Supervisor/Reports to: Farm Manager

Direct Reports: Seasonal Farm & Garden Staff

Organizational Overview:

Farm & Wilderness Foundation (F&W) is a non-profit, educational organization operating six summer camps for children and young adults, a family camp, and year-round educational programming. Set on a beautiful 500-acre campus in the Green Mountains of Vermont, F&W programs are rich in adventure, community, history, and spirit and foster an individual relationship with the natural world. While each camp and initiative provides unique programs based on age and interests, all F&W activities are shaped by Quaker principles and the common belief that individuals and communities are strengthened by justice, honesty, self-reliance, diversity and respect for all persons. People of any race, background, religion, sexual orientation, or economic status are encouraged to apply to our camps as campers or staff. To learn more about F&W please visit: www.farmandwilderness.org.

Position Summary:

The Gardener is responsible for the management of all of F&W's organic vegetable gardens and organic crop production for summer camps and other programs throughout the year. The Gardener will work collaboratively with the farm team to maintain a clean, well-maintained farm physical plant. The Gardener works to maintain optimal food production for all camp programs and retail sales to local markets. The Gardener plays an essential role in the education of interns and seasonal staff. This includes teaching comprehensive gardening practices, experiential farm education curriculum development, and leadership development of our seasonal staff. Along with all Farm Staff, the Gardener will continue the mission of our sustainable farm program which blends production with meaningful lessons in sustainability and resource management. Living on F&W premises is a condition of employment; housing on campus is required to fulfill all or some of the duties and responsibilities described in this position description. Housing is provided to the Gardener as part of a comprehensive compensation & benefits package. This position is supervised by the Farm Manager and is an on-site position located in Plymouth, Vermont.

Responsibilities:

Garden Management and Development:

- Develop and implement food production goals and objectives in conjunction with Farm Manager and F&W organizational goals.

- Work to manage responsibilities within annually established budget.
- Manage all aspects of approved program garden plan and greenhouse management in accordance with NOFA standards for organic certification.
- Develop and lead trainings for seasonal staff as needed on garden related topics.
- Maintain and develop optimal organic vegetable, fruit and flower production for F&W consumption and retail sales.
- Assist camps and farm interns in the work of food processing and use of farm resources.
- Develop multi year garden plans in conjunction with Farm Manager for crops, facilities, and tools required to meet F&W farm goals.

Farm and Facility Responsibilities:

- Work to enhance the aesthetics and orderly functioning of F&W grounds, work areas, barns, gardens, greenhouses, and equipment.
- Assist Farm Manager in all farm related activities as needed, this may include animal care, haying, machinery maintenance, sugaring, milk processing and other key farm work as identified.
- Participation in barn chores according to schedule; weekend work will be required.
- Assist with routine maintenance, opening and closing of camps, firewood, bush hogging, roads, ditches and snow plowing as needed.

Program and Education:

- Support Farm & Wilderness programs including the summer camps, events, retreat program and special activities such as Work Weekends, Ice Cutting, and Family Camp.
- Train, support and supervise Farm Interns during their seasonal internships. Maintain an active role in mentoring and providing opportunities for skill and leadership development.
- Actively support the mission of F&W programs and activities. Support farm program activities to meet safety standards set by ACA, OSHA insurance, and the State of Vermont.

Qualifications:

Required:

- Minimum of three years experience in running a production organic vegetable garden and working with greenhouses
- Minimum of two seasons of farm education with youth
- Bachelor's Degree or the equivalent professional experience with college level courses in horticulture, biology, plant and soil studies, or other professional development that relates to gardening skills and garden management.
- Demonstrated ability to prioritize work tasks, able to troubleshoot in both farm education and office settings
- Basic computer and office skills
- Ability to work as a team leader with staff and youth to achieve farm goals and objectives
- Commitment to and understanding of a farm schedule, knowing this includes long hours in the summer and high production times

- Professional character that is consistent, capable, self-directed, well organized, flexible, personable, and is able to maintain composure in a changing environment
- Respectful, clear, and patient interpersonal communication skill set that allows for collaborative work cross-departmentally
- Aspiration to develop a keen awareness of and respect for the values of F&W and its constituents

Essential Function:

- Must be able to assist staff or campers in emergency (fire, injury, etc.)
- Must be able to maintain visual supervision of staff or campers while on duty
- Must be able to hear staff or campers and differentiate casual conversation from calls for assistance
- Must be able to negotiate the terrain at camp, including climbing the steep hills and staircases
- Must be able to focus on a single task for at least 20 minutes
- Must be able to communicate (both written and verbal) clearly and effectively with staff, campers, and other constituents
- Must be able to crouch and lift up to fifty pounds, and carry it for up to one mile

Equal Opportunity Policy

Farm & Wilderness is an equal opportunity employer. No employee or applicant for employment shall be unlawfully denied an employment opportunity for which the employee or applicant is qualified because of race, color, sex, sexual orientation, gender identity, religion, national origin, age, marital status, veteran status, disability, or other protected category. F&W is committed to non-discrimination in its employment.

To Apply:

Please email a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position and stating how you heard about this opportunity (both in MS Word format) to Chantal Deojay at chantal@farmandwilderness.org, subject line “Gardener.” Deadline for submitting a completed application is March 8, 2010.