

Hiring Organic Farm Assistant Field Manager, Applegate (Grants Pass) Whistling Duck Farm LLC

Assistant Field Manager position is a long-term multi-year commitment with opportunity to progress to full field management. Benefits include PTO/sick leave, monthly store credit, store discount, fresh veggies. On-farm housing negotiable.

We are a 22 acre certified organic family farm with on-site natural foods store, commercial production kitchen, and online sales website. Our field production runs year-round and encompasses approximately 10 acres of fruits, vegetables, seed crops and cover-crop managed in a bed system utilizing tractors, cultivating equipment, hand-tools, primarily overhead irrigation, plus multiple in-ground cold frames. We at Whistling Duck Farm place great value on a positive and enjoyable work environment, no matter the weather or work load. It's important that all team members feel comfortable working together and truly value the work we are doing and the world we are building here. Field production is the keystone to the success of the entire farm system. Creating beautiful health-giving food and nourishing others while stewarding this land should be an awe-inspiring adventure! The ability to approach every day and every season with that in mind and heart is paramount.

Compensation: all new hires start at our base wage, \$17 per hour for the 2025 season. If an employee is assigned a managerial position, wage will start at \$18.50 per hour. Assistant field manager position 32-48 hours per week, depending on season. Winter furlough possible upon request.

We hire based on aptitude and experience – all races, ethnicities, ages, genders, socioeconomic classes and backgrounds are encouraged to apply. We honor individual rights on our farm and in our store. Please be aware that meat is sold in our store and frequently cooked and consumed on site. We are a recreational drug and alcohol-free workplace to maintain worker safety and team morale.

Assistant Field Manager tasks include the following:

- Work alongside owner Mary Alionis to develop and implement the annual farm production plan, adapting to current priorities and conditions to meet full farm needs.
- Assist with developing yearly farm plan including field mapping, seed orders to meet projected wholesale contracts, farmer's market, farm-store and farm-kitchen needs
- Assist with production record-keeping, both analog and computer-based, as necessary for planning, financial and regulatory/certification needs
- Train, schedule and manage field and harvest staff as necessary to meet production needs
- Assure all tractors, tools and systems are maintained and in working order, including working with farm mechanic as needed and setting up maintenance schedules
- Interface with owner and fellow management throughout the farm, kitchen, store, marketing, executive system through scheduled meetings and daily communication to establish and maintain goals, priorities, staff delegation
- Participate in any tasks needed to help keep the farm running smoothly

Candidate ideally suited to this position will have the following skills:

- Knowledge of and passion for ecological food production and land stewardship
- Multiple full seasons of organic vegetable production
- Experience training and managing field, harvest and production crews
- Knowledge of organic soil health and fertilization systems
- Experience with tractors and hand-tools necessary for organic tillage, fertilizing, cultivation, irrigation; the ability to learn new equipment systems and operate them safely and effectively
- Organized; able to develop a daily/weekly/monthly/season plan, stage multiple projects and timelines and network with staff when necessary to successful completion
- Information tracking and computer skills, including Word, Excel, Google Docs, and data entry; capable of tracking and managing relevant production information
- Team player; able to communicate with and work comfortably and constructively within our farm team
- Curious, creative and innovative, with an optimistic, forward-looking, positive outlook
- Adaptable and enthusiastic; able to navigate and thrive in dynamic, changing circumstances
- Excellent time management skills; able to maintain focus and work quickly, effectively and efficiently while encouraging crew to do the same
- Detail-oriented; able to develop and understand a comprehensive roadmap and follow it accurately
- Big-picture; able to perceive how current decisions and events play into the larger, long-range vision
- Driver's license and clean driving record
- Comfortable being a part of a rural working family farm in all seasons
- Able to navigate on the farm and perform varied physical tasks, able to lift 50 lbs.

Please email a current cover letter with resume and references. Once we receive those three items we will contact you for an interview.