



## Urban Roots Seeks a Lead Farmer

**Employer:** Urban Roots

**Position:** Lead Farmer

**Reports to:** Farm Operations Manager

**Location:** Austin, TX

**Schedule:** Full-time, Monday through Friday, with some weekend days to flex for weekdays as needed. Work mornings typically start at 7:30am or earlier.

**Salary:** \$45,000-\$47,000, commensurate with experience

### **Who we are:**

Urban Roots works with youth leaders to grow fresh food and build a community dedicated to food equity. The only farm-based youth development and community impact organization in Austin, we have served over 500 youth through paid internships that support their growth as leaders. This past growing season our staff, youth interns, and volunteers harvested over 35,000 pounds of sustainably grown produce across our two farms in east and south Austin. We donated 75 percent of that to increase food access to underserved communities through our programs and food access partners.

To learn more about Urban Roots, we encourage you to visit our website and check out this video from [CBS News/ Go Daddy](#), and this [article in Culture Map Austin](#).

### **Who We Seek:**

Urban Roots seeks a Lead Farmer to lead our non-certified organic, “slow farming” processes across two urban farms in east and southeast Austin. The Lead Farmer works directly with the Farm Operations Manager and the Farm Assistant to help grow fresh produce for Austinites experiencing barriers to accessing good fresh food. The right candidate is passionate about food equity and sustainability, has a great sense of humor and is excited about taking the lead in implementing sustainable growing practices that will yield between 35,000-40,000 pounds of food each year for the community.

The Lead Farmer needs to be able to work in the Texas climate (in the heat, humidity, rain, & cold). Equally important, we seek a Lead Farmer who is excited about working within a nonprofit structure, within a team, and growing within a mission-driven environment (i.e., we are working within the community to give to the community). Most importantly, the Lead Farmer must be eager to grow alongside amazing young people in a fast-paced outdoor environment.

Urban Roots is an Equal Opportunity Employer that offers positions with varying skill levels and responsibilities that amplify our mission. We are committed to employing a diverse team that reflects the diverse identities of the young people and community members we work with. We strongly encourage Black, Indigenous, and People of Color to apply, as well as LGBTQIA+ people; people with differing abilities and genetic differences; veterans; and people who speak, read or write a language in addition to English.

### **The Opportunity:**

The Lead Farmer will lead the organization’s primary growing plans and tasks. The tasks will include, but are not limited to:

- Oversees planning and leads production of all stages of the crop cultivation.
- Works with the Farm Team to maintain farm organization and inventory.

- Maintains health of the crops by leading the irrigation and fertilization systems, including storage and maintenance.
- Ensure farm needs are being met in youth and volunteer work blocks by checking the quality, timeliness, and positive experience of farm tasks.
- Train and work with staff, youth, community members, and partners on farm tasks as needed.
- Learn and educate on basic growing practices, environmental impacts, generally why we do things the way we do.
- Maintain well operations (including filters and fertilizer injector).
- Assist with vegetable delivery as needed (will require willingness and ability to drive a box truck).
- Ensure farm sites are safe, secure, and efficient.
- Perform maintenance/repairs on farm equipment, irrigation infrastructure, farm tools.
- Coordinate with the Communications and Marketing team to provide content for our external audiences.

### **Requirements**

- At least three years in a senior farming position, leading the development of crop plans and driving problem-solving while growing in a tough climate
- Experience with organic farming practices.
- A clean Texas Driver's license & willingness to drive a box truck (aka, our "farm mobile"!)
- Experience and comfort driving a tractor
- Is able to lift up to 50 lbs
- Attend all-staff, team, and other meetings as needed
- Follow CDC and APH Covid safety guidelines and be fully COVID vaccinated and boosted. Exemptions may be requested

### **Desired Qualities & Skills**

- Excellent communication skills.
- Take direction and also give direction and delegate to youth or colleagues working with them on the farm.
- Experience with greenhouse, propagation, and procurement preferred.
- Bilingual English and Spanish skills are a strong plus.
- Strong attention to detail.
- Positive attitude, desire to see others succeed, and willingness to help problem-solve with honest feedback and ideas for solutions.

### **Benefits and Workplace Location**

- **Location:**
  - This position will work primarily at Urban Roots' two farms: 1) East Austin @ 7651 Delwau Lane, and 2) South Austin: 4711 Winnebago Ln. Urban Roots has offices within AISD at 4900 Gonzales St in East Austin that are open for use by all staff.
  - We currently have a hybrid office / work-from-home schedule, requiring up to several days per month at the office depending on Austin Public Health's COVID guidelines. The Farm Team coordinates weekly regarding where they will be needed.
- **Benefits:**
  - Significant employer contribution toward health insurance benefits coverage (health, dental, & vision).
  - Employer-paid short-term and long-term disability insurance
  - Time off:

- 120 hours per calendar year of paid time off (PTO), prorated according to start date;
- 11 additional paid holidays (including your birthday) and the work days between Christmas and New Years Day
- **Extras:** Farm fresh vegetables to take home!

**Application process:**

- Resumes and inquiries should be emailed to [jobs@urbanrootsatx.org](mailto:jobs@urbanrootsatx.org)
- Use email subject line "Lead Farmer Application"
- **REQUIRED:** A PDF of your resume and cover letter that briefly answers: What excites you most about this role at Urban Roots?

The application period closes Wednesday, May 25, 2022. Applications will be reviewed on a rolling basis. This position is available immediately and will remain open until filled. Because of our work with youth, final round candidates will be given a background and driving records check before an employment offer is finalized. Phone call inquiries will not be accepted.