



Lead Farmer Job Description

JOB SUMMARY

Under the direction of the Coordinator of Innovation and Farm Lab Development, is responsible for all aspects of farm operations at Encinitas Union School District's Farm Lab; will design and implement growing systems to maximize production of vegetables, fruits, herbs, flowers, or other products - with the primary goal of supplying successions of organic produce to the central kitchen, and will collaborate with the Director of Child Nutrition Services and the Director Facilities, Maintenance, Operations, Grounds and Safety.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Develop and implement all farming activities, including (but not limited to) crop planning, succession planting, irrigation, orchard and native garden maintenance, soil building, composting, harvesting, use of cover crop, seed selection, pest management, seeding, greenhouse propagation, transplanting, farm maintenance, and weed mitigation.
- Analyze farm to school needs to determine appropriate acreage allocation and succession planting schedules.
- Monitor soil health to determine type and quantity of amendments required for maximum production.
- Guide and train the Facilities and Farming Assistant.
- Coordinate and supervise farming volunteers.
- Inspect and maintain equipment for proper functioning.
- Comply with all regenerative organic farming regulations and ensure all farming certifications are current.
- Maintain detailed records of field tasks, planting locations, inputs and field notes to comply with organic standards and communicate transparently.
- Provide financial and operational reports, as needed.
- Implement and maintain safety protocols, including site security.
- Oversee the chickens at Farm Lab.
- Provide farm tours and an overview of growing practices to educators and visitors, as needed.
- Perform other related duties as assigned.

QUALIFICATIONS

Knowledge of:

- All aspects of organic farm management
- Regenerative organic farming practices
- Organic certification compliance standards
- Farm and district safety protocols
- Interpersonal skills using tact, patience, and courtesy
- Correct English usage, spelling, grammar, punctuation, and arithmetic

Ability to:

- Perform strenuous farming tasks and use of farm equipment
- Develop and maintain relationships with the Farm Lab education team, staff, volunteers, and the community
- Work collaboratively, think creatively, and solve problems
- Maintain digital production, application, and organic certification records
- Create and maintain an organized working environment
- Collect and analyze data to report outcomes and develop efficiencies
- Communicate effectively, orally and in writing
- Maintain regular and consistent attendance

EDUCATION AND EXPERIENCE

- Bachelor's degree preferred
- Three to five years of farming experience

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand, walk, talk and hear. The employee is frequently required to use hands and fingers to handle or feel objects, tools, and/or controls. The employee is required to sit; reach with hands and arms, push, lift and carry supplies and equipment; to taste and/or smell, stoop, kneel, crouch, and/or crawl.

The employee must regularly lift and/or move up to 50 pounds, frequently lift and/or move up to 100 pounds with assistance, and occasionally lift and/or move more than 100 pounds with assistance. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee will be working in outdoor weather conditions and is occasionally exposed to fumes or airborne particles.

The noise level in the work environment is usually moderate.

OTHER

California Class C driver's license and employee-provided transportation required.

REQUIRED TESTING

Pre-employment testing and assessment to demonstrate minimum qualifications required for the position.

CLEARANCES

California Department of Justice (DOJ) fingerprint clearance, pre-employment physical examination including tuberculosis (TB) and drug screen clearances.

Range: 14

Board Approved: April 12, 2022