

**CO-HARVEST Director of Farming Operations**  
**JOB DESCRIPTION**  
*Current as of April 2022*



**Job Title:** Director of Farming Operations  
**Location:** San Diego, CA  
**Start Date:** ASAP  
**Website:** <https://www.sdcoharvest.com/>  
**Reports to:** Executive Director (Avery Cramer, Director/Founder)  
**Contact:** [info@coharvestfoundation.org](mailto:info@coharvestfoundation.org)  
**Status:** Full Time (\$50,000 to \$60,000)

**ORGANIZATIONAL SUMMARY**

The staff at San Diego Co-Harvest are driven by a single goal: to make healthy-food affordable and accessible in all communities. To achieve this goal, our members' unused (residential, commercial, agricultural) space is utilized to build an efficient system of micro-farms throughout San Diego communities. These micro-farms are tended to by our Four Categories of residents and Co-Harvest staff. The food produced is then given to the community through community foodbanks and back to the Co-Harvest members. Extra produce is donated to the San Diego Food Bank. Our Co-Harvest members agree to donate 50% or more of their harvests!

**POSITION SUMMARY**

Reporting to the Executive Director, the Community Director will be responsible for the management of up to 4 Farm managers and the upkeep/maintenance/distribution of up to 160 Micro-Farms. The Community Director will also be physically maintaining 20+ micro-farms including but not limited to weeding, tilling, fixing irrigation, planting (via seed/starter), harvesting crops. Most importantly this candidate is our Irrigation Technician and must be certified.

The location of this position will be throughout San Diego County at any Co-Harvest Micro-Farm. Over time, as the density of Co-Harvest homes increase, Community Directors will have a more centralized grouping of micro-farms to manage, decreasing commute time/transportation costs.

The Community Director must possess an extreme passion for, and commitment to, food justice through science and solidarity. Candidates must show willingness to go above and beyond for their neighbors and community and must be a certified irrigation specialist or prove similar experience. This position requires at least 25 hours of outdoor labor per week.

This is a dynamic position in a startup non-profit. Candidates will be tasked with ever increasing responsibilities and room to grow as the organization expands.



### **Breakdown of Responsibilities:**

#### Micro-Farm Installation (40%)

- Creating Plan for Micro-Farm (Irrigation, Row design)
- Assembling raised beds (Cutting/drilling wood)
- Complete Irrigation setup

#### Community Relations (30%)

- Discussing plans w/ Members
- Leading volunteers
- Distributing Food with community partners
- Micro-Farm Consultations

#### Farm Maintenance (25%)

- Scheduling for Farm Managers
- Weeding
- Irrigation Repair
- Amending Soil
- Planting
- Harvesting

#### Other Duties (5%)

- Proactive in the search for knowledge and best practices
- Listening/community building
- Seeking new opportunities to help end Food Insecurity
- Saving the world by ending hunger and reducing food-system related environmental degradation

### **REQUIRED QUALIFICATIONS:**

1. At least 5 years experience growing food
2. California Irrigation Technician Certification (CIT) or similar qualification
3. Crop management/Organization
4. Operation of machinery/power tools/Towing
5. Leadership and Leadership development skills
6. Hunger to learn new skills and teach
7. Displays intense drive for environmental/racial justice

### **PREFERRED QUALIFICATIONS:**

1. Excellent at communication and organization
2. Experience in non-profit/community work
3. Irrigation Contractors License active in the State of California
4. Degree/4 years experience in Landscape design, agriculture, Environmental sustainability, or any related institutional/foundational knowledge of environmental sciences, social justice, or urban planning.

### **Application Instructions:**



To apply for this position, please email [info@coharvestfoundation.org](mailto:info@coharvestfoundation.org) with a subject line "Director of Farming Operations". Please include a resume, 2-3 professional references, and a brief (1-3 paragraph max) description about yourself and why you are interested in this position. If your application is selected for an interview see process below.

**Interview process:**

Round 1: Qualified applicants will be notified for a zoom interview (15-20 minutes)

Round 2: Selected candidates will be invited to our Co-Harvest Demonstration Farm for an in-person interview. After a 25 minute sit- down interview, Candidates will be expected to fix and repair multiple irrigation issues on the spot. The hired candidate will exhibit on the spot expertise in irrigation design, plant knowledge, and urban farm design.