



Organization: Cloud Mountain Farm Center

Title: Bilingual Farm Viability Manager

Primary Work Location: Cloud Mountain Farm Center sites, 5979 Lawrence Rd. and 6906 Goodwin Rd., Everson, WA

Term: Regular, part-to-full time (30-40 hours weekly, depending on applicant availability, non-exempt, hourly)

Physical attendance requirement (% of time on site/in office): 100%

Reports to: Farm Director

Application deadline: Sunday April 2, 2023 at 11:59PM

Desired start: As soon as possible

About Us: Cloud Mountain Farm Center (CMFC) is a not-for-profit teaching farm that produces organic perennial fruit crops, and includes a retail nursery, education facility, WSDA-certified processing room, and incubator farm. The processing room is a pilot site for the Puget Sound Food Hub's processing project and includes shared cooler space and a new flash freezer for value added product development. Our incubator farm on Lawrence Road supports the work of 4 new and beginning farmer businesses.

The farm's parent organization, Sustainable Connections, is home to the Food & Farming Program, which specializes in market development and promotion of locally grown and produced food, including management of the statewide Washington Food & Farm Finder (www.eatlocal.org). The Food & Farming Program team often collaborates with the farm to augment our work when market development and promotion are needed.

Summary: The Bilingual Farm Viability Manager specializes in new farmer technical support, farm business development, and collaborative food system projects that leverage the resources of CMFC to serve others. This position is responsible for the support and evolution of the CMFC Incubator Farm Program, from onboarding new farm businesses to connecting graduates with secure land tenure. This position plans, delivers, and seeks partnerships to improve technical education and support for our small cohort of incubator farmers, as well as integrating main farm programs (nursery, fruit production, education), with the Incubator Farm. The position coordinates and manages the community-facing aspect of warehouse and aggregation at CMFC, including but not limited to Food Hub and cooperative business support.

In order to create thriving communities, we are committed to continually improving and learning. Our statement of commitment to equity, diversity & inclusion can be found here:

<https://sustainableconnections.org/about-us/>. We encourage applications from people of color, women, people with disabilities, veterans, and other candidates from underrepresented backgrounds and with diverse experiences interested in this opportunity.

Primary Responsibilities:

Farm Incubator Program Management:

- Manage technical assistance component of Farm Incubator program; develops annual calendar of technical assistance opportunities, delivering existing curriculum and providing 1:1 training where appropriate, and working with partner organizations, Sustainable Connections Food & Farming Team, and outside experts as needed.
- Work with the Program Director to evaluate program activities and goals against organizational strategic plan and farm center mission, ensuring alignment, evolution, and continuous improvement.
- Translate key program documents into non-English language(s)
- Communicate in non-English language(s) when working with regional farm education partners to deliver technical assistance and build networks in non-English speaking communities
- Engage with local and regional initiatives to build land access connections and opportunities for new farmers; serves on planning committee of Whatcom Land Access Forum
- Steward a budget of at least \$100k, and work with the development team to diversify funding, including applications for at least 2 grants annually.

Food System Viability Management:

- Coordinates public warehouse and aggregation usage and fees, publicizing and tracking use of processing room and shared facilities
- Leads relationship with Puget Sound Food Hub Processing Project, increasing the volume of value-added products processed and distributed locally
- Maintains records for WSDA certified processing room, and provides technical service assistance to growers interested in accessing the space and navigating value-added processing.
- Connects farm incubator to business incubator/value-added opportunities available at CMFC and throughout the region.
- Working with facilities and operations to streamline and approve access to resources to support local farms.

Agricultural Education:

- Supports CMFC initiatives to bring farm resilience to new and aspiring growers, including career exploration work, workshops, Field Days, and other events.

Required skills & qualifications:

- Enjoys working with people, helping to develop business relationships, with experience offering coaching/technical assistance (ideally in agriculture).
- Experience and knowledge of sustainable/regenerative agriculture concepts and techniques; at least two full seasons of farm experience.
- Bilingual fluency in at least one language aside from English that is prevalent in Whatcom County's agricultural communities: ex. Spanish, Punjabi, Mixtec or Triqui.
- Commitment to fostering a positive, equitable, and empowering learning environment.
- Ability to build trusting, collaborative relationships with people of diverse backgrounds and identities, including youth, aspiring and experienced farmers, communities of color, and partner organizations.
- Experience managing and/or tracking budgets & Microsoft Excel experience.

Bonus points given for experience with:

- Business experience and/or education

Compensation:

This position is to be compensated \$20-\$22 hourly depending on qualifications and experience. Benefits are pro-rated based on number of hours worked. Benefits for first year, regular, *full-time* employees (working 40 hrs/week) would include:

- 26 days per year of paid time off
- An individual benefit of \$450 per month
- Up to a 3% match SIMPLE IRA non-designated retirement plan
- Great office space, fun and supportive coworkers, a welcoming & inclusive environment and the opportunity to help lead a nationally recognized organization.

To Apply:

Please email a letter of interest addressing the qualifications listed for this position to maryt@sustainableconnections.org by the application deadline listed above. Resumes are welcome, but optional.

Sustainable Connections complies with all federal, state, and local laws which prohibit discrimination in employment. Sustainable Connections is committed to recruiting and retaining a diverse workforce.

Sustainable Connections is an equal opportunity employer that believes it is the responsibility of the company and all its employees to ensure there is no discrimination against any employee or applicant for employment based on does not discriminate on the basis of race, color, creed, religion, national origin, sex (including pregnancy and parenting status), disability, age, veteran status, sexual orientation, gender identity or expression, marital status or genetic information.