

Farm Production Manager Reports to: Director of Farm and Landscape Classification: Exempt, Salary

**Position Summary:** Southall is a premier destination that brings nature, produce, and people together in a powerful and unique way. This position is responsible for the stewardship of land management, including horticultural elements, agricultural fields, orchards, gardens, and related programs. Southall is committed to managing the property with ecological principles, leaning towards a future that embraces biodynamic management practices and sustainable decision-making.

**Position Overview:** Southall is seeking an experienced Farm Production Manager to oversee all areas of existing farm operations and to develop and expand the farm as it grows. The manager will provide leadership and coordinate with facilities, grounds, culinary, and other staff across the organization in the development and operations of the farm. The Farm Production Manager will play a key role in implementing the vision to elevate the agricultural experience for staff, guests, and visitors. The primary goals of the farm operation are to:

- Produce high-quality ingredients.
- Provide engaging experiences for guests and staff.
- Ensure the farm is as financially self-sufficient as possible.

Southall Farm and Inn aims to seamlessly integrate the farm with the guest experience, farm-to-table dining, and meaningful public engagement. The current farm footprint includes:

- Approximately 3 acres of production fields.
- A 1-acre organic kitchen garden.
- A small greenhouse.
- Multiple caterpillar tunnels.
- A 3+ acre orchard, pasture fields, and a poultry program.

**Responsibilities:** The Farm Production Manager will:

1. Communicate effectively with the culinary team and other resort departments to develop crop plans and distribution strategies that support catering, dining, product development, and events.
2. Delegate tasks and define roles and responsibilities within the farm team.
3. Maintain consistent communication with the Director of Farm and Landscape regarding progress and processes.
4. Engage with guests to enhance their experience.
5. Foster strong morale among staff by encouraging their participation in the farm.
6. Support the development of agricultural programming that nourishes both the guests and the land.

**Essential Duties and Responsibilities:**

- Supervise all steps of crop production, including planting, fertilizing, harvesting, and soil health management.
- Develop and implement annual crop plans based on demands from on-site restaurants, the farm stand, event center, and other outlets.
- Plan and execute weekly planting and harvest schedules.
- Maintain an annual farm budget and cost projections.
- Stay updated on national best practices and innovative farm models.
- Coordinate the sales and distribution of all farm products, such as fresh produce, herbs, flowers, and animal products.
- Maintain clear records of seasonal planting and harvest activities.
- Select and purchase supplies for farm operations, including seeds, fertilizers, and tools.
- Adapt duties based on seasonal and weather conditions or crop cycles.
- Plan, create, and maintain farm infrastructure.
- Monitor and manage pests, weeds, and soil fertility.
- Implement and manage composting and soil-building programs.
- Maintain and repair farm facilities and machinery as needed (with assistance from the on-site mechanic).
- Plan for the long-term development of the farm.

#### Staff Management:

- Hire, train, and manage a small, full-time crew.
- Coordinate with the orchardist, on-site tenants, and vendors.
- Hire and manage seasonal staff.
- Engage with resort staff to provide cross-training opportunities.
- Provide professional development for staff by sharing best practices.
- Implement directions from the Director of Farm & Landscape and ensure staff compliance.
- Develop work plans and conduct performance reviews for direct reports.

#### Guest Experiences and Programming:

- Engage staff, guests, and visitors through farm tours, hands-on farm work, and educational workshops.
- Assist with marketing and engagement efforts by providing updates for internal and external audiences.
- Collaborate with community partners.
- Work with the Program Manager on farm-related event preparation.
- Participate in evening and special event hours as required.

#### Qualifications: Required:

- 5+ years of relevant experience in organic/biodynamic farm management.
- Proficiency in operating tractors and other farming equipment with strong knowledge of equipment use and safety.
- Proven skills in managing diverse teams to maximize productivity and efficiency.

- Passion for interacting with and educating guests, visitors, and staff.
- Commitment to sustainable, regenerative, and/or biodynamic farming practices.
- Strong communication, interpersonal, and relationship-building skills.
- Flexibility and willingness to take on varied tasks in a collaborative environment.
- Computer proficiency.
- Valid driver's license and clean driving record.

Preferred:

- Experience in a hospitality environment.
- Certification or degree in sustainable agriculture or related fields.
- Knowledge of soil and water management.
- Experience working with livestock, orchards, or environmental education.
- Carpentry skills.
- Familiarity with food safety guidelines.
- Knowledge of Tennessee-specific species and climate.
- Project management experience.

Physical Requirements:

- Frequent walking, standing, climbing, stooping, bending, kneeling, reaching, lifting, and carrying.
- Use of equipment such as tractors, Bobcats, dump trucks, delivery trucks, pickup trucks, rental equipment, hand tools, and power tools.

Southall Farm and Inn is committed to creating a diverse and inclusive workplace. Employment decisions are based on merit, performance, and business needs, and do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or other protected categories.