

## Farm Production Manager

Reports to: Director of Farm and Landscape

Classification: Exempt, Salary

A premier destination bringing nature, produce and people together in a powerful and unique way. This position will be responsible for the stewardship of land management including horticultural elements, agricultural fields, orchards gardens and related programs. Southall has a commitment to managing the property with ecological principles and leaning towards a future with 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 develop and expand the farm as it grows. 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 be part of implementing the vision to elevate the agricultural experience for staff, guests, and visitors.

The primary goals for the farm operation are to produce high quality ingredients, provide engaging experiences for guests and staff and be as financially self-sufficient as possible. Southall Farm and Inn aims for seamless integration with the guest experience, farm-to-table dining, and meaningful public engagement. The current farm footprint includes approximately 3 acres production fields, roughly 1-acre organic kitchen garden, small greenhouse, multiple caterpillar tunnels, 3+ acre orchard, pasture fields and poultry program.

Strong leadership, initiative and communication will need to be the core of managerial skills.

The Farm Production Manager will:

- Effectively communicate with the culinary team and other resort departments to develop a crop plan and distribution that supports catering, dining, product development and events.
- Delegate tasks and define roles and responsibilities within the farm team.
- Maintain consistent communication with the Director of Farm and Landscape on progress and process.
- Feel comfortable engaging with guests to enhance their experience.

- Develop strong morale with the staff by encouraging participation in the farm for those that work at the resort.

Additionally, Southall is looking to develop agricultural programming so that it nourishes the guests and the land. As the Farm Production Manager, you will:

- Focus on regenerative, biodynamic and/or organic farming principles and practices.
- Have a high level of integrity when it comes to land management and engaging with the public.
- A willingness to learn and teach new processes and collaborate on concepts surrounding the agricultural vision.

Essential Duties and Responsibilities include, but are not limited to:

#### FARM MANAGEMENT

- Supervise all steps of crop production including planting, fertilizing, harvesting, and building healthy soil.
- Develop an annual crop plan based on demands from on-site restaurants, farm stand, event center and other outlets.
- Planning and implementation of weekly planting and harvest schedule
- Determine and maintain annual farm budget and cost projections.
- Stay educated on national best practices and innovative farm models.
- Coordinate sales and distribution of all farm products such as fresh produce, herbs, flowers, and animal products
- Maintain clear records of each season's planting and harvest logs.
- Select and purchase supplies for farm operations such as seeds, fertilizers, supplies,
- Adapt duties to the seasons, weather conditions, or a crop's growing cycle.
- Infrastructure planning, creation, and maintenance
- Insect, pest, critter and weed control, monitoring and management.
- Fertility monitoring, general field observation
- Implementation, maintenance and monitoring of deer fencing.
- Irrigation planning, implementation, and management
- Soil building program - including implementing and managing a composting program.

- Maintain farm facilities, such as water pipes, hoses, fences, and animal shelters.
- Maintain and Repair farm machinery, as needed (with assistance from on-site mechanic)
- Participate in planning for long term farm development.

### Staff Management

- Hire, train and manage small full-time crew.
- Coordinate with Orchardist and on-site tenants and vendors
- Coordinate and hire seasonal staff.
- Engage with resort staff integration through providing appropriate cross-training.
- Provide professional development for staff, share new and improved best practices.
- Implement and ensure staff carry out directions from Director of Farm & Landscape
- Provide work plans and performance reviews for direct reports.
- Guest Experiences and Programing
- Engage staff, guests and visitors in farm tours, hands-on farm work and educational workshops.
- Assist with marketing and engagement efforts, contribute to updates on farm for internal and external marketing.
- Cooperate with community partners.
- Integration of farming efforts with other departments
- Work with Program Manager on all farm-related event preparations
- Some evening and special event hours will be required.

### Required Qualifications and Experiences

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- 5 + years of relevant work experience within the fields of organic/biodynamic farm management

- Experience with operating tractors and other farming equipment with strong knowledge of equipment use and safety.
- Outstanding and proven skills in managing diverse teams with maximized productivity and efficiency.
- Passion for interacting with and educating guests, visitors and staff of varied ages and backgrounds.
- Passion for sustainable, regenerative and/or biodynamic farming
- Cooperative, service-oriented attitude and ability to work independently and take initiative, set priorities, and see projects through to completion.
- Strong communication, interpersonal and relationship development skills
- Ability to be open and flexible to new ways of working with diverse communities.
- Creative skills and ability to experiment to attain new, better strategies, approaches, and solutions to challenges.
- Flexibility and willingness to take on a variety of tasks along with an ability to work effectively in a highly collaborative, team environment.
- Promotes a warm and friendly work environment.
- Computer skills
- A valid driver's license and clean driving record

#### Preferred Qualifications and Experience:

- Experience in a hospitality environment
- Certification and/or degree in sustainable agriculture education or related field (biodynamics, permaculture, etc.)
- Experience with soil and water management
- Experience working with livestock.
- Experience working with fruit/nut orchards.
- Carpentry skills
- Familiarity with food safety guidelines
- Knowledge of species and climate specific to Tennessee or similar
- Experience as an agricultural or environmental educator
- Project management experience

## Essential Physical Tasks

- Continual walking, standing, climbing, stooping, bending, kneeling, reaching, lifting, cutting, and carrying.
- Equipment Used: Tractors, Bobcat, dump truck, delivery truck, pick-up truck, rental equipment, hand tools, power tools, computer.

Southall Farm and Inn is committed to a diverse and inclusive workplace. Southall provides equal employment opportunities to applicants and employees and does not discriminate on the basis of age, race, color, ancestry, religion, sex, sexual orientation, gender identity or expression, transgender, national origin, status as a protected veteran, disability or any other classification protected by law. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs.