

What We Seek

The Food Project is seeking a Lincoln Farm Manager. Applicants for this position should be experienced vegetable farmers and be passionate about sustainable agriculture and youth development, as well as a commitment to teamwork. They should also be committed to making a difference in the world and for the vision of The Food Project. The Farm Manager will lead with the farm education for our youth crews and volunteers. The Food Project's 31-acre farm in Lincoln, MA, grows and distributes produce in conjunction with our youth programs through our Fall CSA share, Farmers' Markets in Boston, wholesale accounts and to local food access organizations.

Responsibilities

Farm Operations (55%)

- Manage Farm 31 acres, 1 heated greenhouse, 2 high tunnels
 - Manage all planning for the farm, including annual crop planning, seasonal planning and daily planning for field work and distribution.
 - Manage all aspects of field prep, planting, fertilization, irrigation, cultivation, and harvesting of the Lincoln Farm.
 - Work with the Director of Farms and Food to develop a long term plan for the compost operation.
 - Manage tractors, vehicles, equipment, and property maintenance.
 - Steward non-cultivated acreage (cover crops, other soil-building efforts)
 - Maintain up to date recordkeeping for planning, harvest data, soil fertility, expense tracking, budgets
 - Annual reporting and compliance with the current lease agreement.
 - Manage all field work on the farm, including that which is carried out by staff, youth and volunteers.
 - Manage all farm infrastructure including high tunnels, well/well pump, irrigation lines, cooler maintenance, greenhouse heaters and fans.
 - In partnership with the Director of Farms and Food, support 2 returning subleasees on the farm.
- Manage Greenhouse Operations- Seedling production including watering schedules, infrastructure, curing, and storage of produce, high tunnel production
- Manage and track farm revenue generation- Coordinate with the communication team to manage all logistics (advertising, sales, communications) around distribution streams.
- Manage Partner Relationships- Work with the Director of Farms and Food, to manage partnerships with sub-lessees and the town of Lincoln. Manage partnerships with food access organizations.

Distribution Operations (15%)

- Coordinate with Boston Farm Manager to develop annual crop plans that serve the distribution interests of the Dudley neighborhood (as well as TFP's other distribution commitments)
- Coordinate to various outlets, maintain current and new relationships, and communicate produce availability (e.g., Boston, Fall CSA, wholesale sales and donations).



The Food Project

The Food Project (TFP)

TFP Values

Diversity, Inclusion, Belonging, Equity (DIBE)

Land Acknowledgement

Position:

Lincoln Farm Manager

Salary Range:

\$55,000 to \$62,250

(2 to 5 years experience)

\$62,250 to \$66,250

(6 to 10 years experience)

\$66,250 to \$75,500

(10+ years experience)

Employee Benefits

- Manage sales tracking, billing, and invoicing for produce.

Youth & Volunteer Engagement and Education (10%)

- Lead (and/or support seasonal staff in leading) an agriculture curriculum for TFP youth during the academic year and Summer months.
- Work closely with the youth program team to support and engage with youth during their field work blocks.
- Lead volunteers in farm work and also act as an ambassador of TFP by providing the context of how their work fits into the priorities of the farm and organization.

Management (10%)

- Direct supervision and 1-on-1 mentorship of seasonal crew members. The FY26 seasonal crew will be 2 Assistant Growers (April-October; 40 hours/week) & 1 Farm Workers (40 hours/week; 16 weeks)
- Supervisor Check-ins: Regular check in with the Director of Farms and Food.
- Greater Boston Team Meetings Participate in youth, community, land, and food teams in regions to build relationships and trust, manage overlapping logistics, and ensure alignment across the GB region.

Organizational Health (10%)

- Relationship and Trust Building Engagement. Includes and is not limited to the following:
 - Staff Retreats, All Staff Meetings, Real Talk, Peacemaking Circle, Events, Trainings, Reflection Activities, Cooking Together, Dialogue Space, etc.
- Intersectional Work. Includes and is not limited to the following:
 - Interview Committees, Recruitment, Onboarding, Orientation, Training, Culture of Philanthropy, Farm Support, Youth Support, Serve & Grow Support, etc.
- Continuous Learning. Includes and is not limited to the following:
 - Professional Development Plans, Mentorship (internal/external), etc.

Qualifications

- At least five years of experience managing and/or operating a vegetable farm.
- Experience in organic crop production/agriculture.
- Experience organizing volunteer groups safely and productively, interacting with customers, and working with young people preferred.
- Experience with/interest in farm equipment operations.
- Experience working in a multicultural environment.
- Greenhouse management experience.
- Proficient with basic power and hand tools.
- Willing to work flexible schedules - more hours during the growing season, less in winter.
- 21 years of age or older (to allow the use of TFP vehicles)
- Valid driver's license and willingness to drive large vehicles in a city environment.

- CPR and First Aid certified or willing to be trained.
- Strong capacity to work independently and in teams, with the ability to explain processes clearly and support co-workers' successful participation in them.
- Dependable, responsible, independent, and open to learning.
- Team-oriented individual with a good sense of humor
- Comfortable and familiar in discussing Diversity, Inclusion, Equity, Belonging and Justice.
- Ability to work in a fast-paced, multi-site environment.
- Being bilingual (English/Spanish) is highly preferred; fully conversant in English required

Location & Schedule

This is a full-time year round position based at the Lincoln Baker Bridge Farm and periodic meeting and work space at our Lynn, Boston, or Wenham farm locations. Willing to work flexible schedules - more hours during the growing season (up to 55 hours a week), less in winter (down to 20 hours a week)

Recruitment Process

Please send resume and cover letter via email to: jobs@thefoodproject.org. In the subject line, write your name and the position for which you are applying, eg: "Jordan Smith – Full JOB TITLE".

We will review all submissions, identify viable candidates and contact ONLY those individuals selected to continue in the search process. The position will be filled when a desired candidate is found.

The Food Project is an Equal Opportunity Employer that is committed to creating an inclusive organization. We actively seek a diverse pool of candidates for this position.