



FULL TIME FARM MANAGER POSITION

Northstar Farm in Franklin, NY is seeking an experienced steward of the land OR a small group of young farmers, who are passionate about sustainable and regenerative agriculture, to lead management and operations of the farm.

Northstar was established in 2014 with an intention to steward the land and create a functional, biodiverse ecosystem grounded in regenerative agricultural practices. The farm includes 3 blueberry fields (approx. 17 acres), 2,000 chestnut trees and 80 fruit and nut tree orchard. The farm received organic certification from NOFA-NY in 2021, and the owners recently made significant investments in infrastructure, including drip irrigation system, irrigation pond, automatic packing line and Littau mechanical harvester. Northstar has a very loyal customer base for the quality blueberries we grow.

This position is an ideal opportunity for the qualified candidate(s) to come in as a collaborator and partner to the farm owners, help grow the business and take the farm in the direction of their passion.

Responsibilities will touch on all aspects of farm operations, including:

1. Managing soil health and plant nutrient program, holistic organic spray regiment, pruning, weeding, mulching, irrigation, and organic IPM.
2. Harvesting and post-harvesting, storage and shipment of crops for blueberries and producing trees (chestnuts will start producing in 2028).
3. Maintaining and managing farm infrastructure and equipment.
4. Maintaining accurate, up-to-date records of farm practices and production.
5. Record keeping for GAP audit and NOFA-NY organic certifications, and adhering to all relevant animal welfare codes and regulations.
6. Supervising staff (3-4 seasonal workers during blueberry harvest), managing schedules and tasks to ensure productivity and efficiency.
7. Budgeting and financial recordkeeping.
8. Maintaining existing retail and wholesale relationships with customers.
9. Sales.
10. Working with owners to develop direct to consumer channels (CSA, farmer markets) and collaborating with nearby farms to add our fruit to existing CSA.
11. Ability to update website, social media accounts are a plus but not required.



Our ideal candidates are self-starters, who demonstrated success managing an organic diverse farm operation. Our goal is to produce high quality nutrient dense crops in a way that regenerates the land.

Requirements

- Minimum of 5 years of experience in organic farm operation
- Experience in bio-intensive orchard production is a huge plus
- Experience raising farm animals and silvopasture systems is a huge plus
- Experience with farm management is a MUST
- Experience with fertigation systems, pumps, and related farm equipment
- Experience operating tractors and agricultural equipment safely
- Ability to clearly communicate with farm owner, collaborate team members, and manage outside contractors
- Ability to maintain a positive and supportive environment and doer mentality
- This is a physically demanding position and candidates must be able to repeatedly lift 50 pounds and be able
- to work outside in all weather conditions
- Valid driver's license and clean driving record
- Bachelor's degree in sustainable agriculture or related field is a plus but can't replace hands on experience
- References

Compensation

Base annual salary of 50K+ and benefits commensurate with experience. Owners are willing to consider profit sharing or partnership models for long term commitment. Start is flexible but no later than December 1, 2022. This is a full-time position (40h/week) with scheduling autonomy that requires the flexibility to work occasional weekends and evenings during peak season, and recharge in the slow season (November through February). Generous educational funding and support.

Please send resume and references to anat@northstarblueberryfarm.com.

Northstar provides equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, national origin, age, disability, or genetics. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.