



Our Mission

Our mission is to leverage the power of food to end hunger and build healthier communities.

Our Vision

We believe that the fight against hunger and the fight against poverty are one and the same. We envision a future in which food is recognized as a human right and every person is able to feed themselves and their families in dignity. Together, we work to create a more nourished, prosperous region.

Our Values

Our core values define who we are and how we work with our communities. Foodlink and our team members have:

- *Compassion* - treat all with dignity & respect; build kinship with those we serve
- *Innovation* - say yes; avoid complacency risk failure in the pursuit of ending hunger
- *Collaboration* - build a shared vision, create synergies, maximize resources
- *Agility* - respond urgently to the ever-changing needs of our community
- *Stewardship* - maximize the impact of every dollar, donation, and asset

Job Title: Community Farm Manager

Reports to: Chief Partnerships Officer

Status: Salaried, Exempt, Full-time

Supervises: Community Farm Steward, Community Farm Coordinator

Salary: \$58,183 – \$76,000

Start date: September 2022

SUMMARY

The Lexington Avenue Community Farm consists of a large community garden, a commercial growing operation, and public pocket park in the northwest quadrant of Rochester. In recent months, Foodlink has purchased an adjacent building and will be building a state-of-the-art edible education center. The Farm will soon become a robust campus and a focal point for how Foodlink builds connections between our programs and community.

The Community Farm Manager will lead the development of the Lexington Campus and ensure a thorough process with significant community engagement. Once the new campus is complete, the CFM will design and implement effective programming at the farm. Programming will include food access, economic development, and workforce development initiatives. All programming will be rooted in community engagement.

KEY RESPONSIBILITIES

Develop and implement strategic direction of Lexington Ave Community Farm Campus

- Work with a cross-departmental team of Foodlink staff members and selected vendors to create a Master Plan for the farm campus; ensure the master planning process engages neighbors and stakeholders.
- Lead vendor management for new design and build of the campus; liaise between Foodlink staff, vendors/consultants, and community partners.
- Invest in relationship-building with gardeners, neighbors, and community partners. Ensure that the farm campus becomes a model for how Foodlink works effectively in a community-based setting.

Improve and expand farming operations

- Develop and implement a robust community engagement plan; provide opportunities for the farm to engage diverse audiences.
- Work with Steward and Coordinator to recruit new farmers as the farm expands. Ensure that the farm is seen as a resource by New Americans and the surrounding community.
- Ensure that commercial production is in alignment with Foodlink's programmatic needs.
- Recruit and supervise volunteers to help with production on the farm.

Lead and develop the programming at expanded farm campus

- With Foodlink's health education staff, develop an "edible education" curriculum; work with community groups and schools to conduct field trips at the farm on a regular basis.
- Schedule consistent, open-to-the public workshops and activities at the farm campus for all age ranges
- Explore entrepreneurial activities at the farm campus; connect with local businesses for specific production opportunities and develop a composting business plan.
- With Foodlink's Career Empowerment staff, create workforce development opportunities at the farm campus

Provide management and leadership at the farm campus

- Maintain an effective team with Steward and Coordinator.
- Ensure that all volunteers have a positive experience at the farm.
- Work with Development department to ensure timely grant applications and reports relevant to the work at the farm campus.

QUALITIES

- **Mission-driven.** Reflects on the mission often, using it as the north-star for decision making. Proactively seeks information as it pertains to hunger relief and/or how Foodlink operates.
- **Compassionate.** Treats others with dignity and respect.
- **Innovation.** Called to say "yes" to new ideas and opportunities. Not complacent; persist even when new approaches create discomfort or require a departure from the norm.
- **Collaboration.** Creates meaningful relationships with our colleagues, partners, supporters and community members. Collaborates and connects the dots across departments.

- **Agile.** Responds urgently and effectively to the needs presented to us. Quick to adapt and shift focus letting the Foodlink mission serve as the north-star.
- **Stewardship.** Maximizes the impact of resources.
- **Ability to Lead & Influence.** Ability to represent Foodlink publicly. Can inspire smart risks and gain buy-in from others to do things differently. Ability to articulate Foodlink's value proposition across all programs and connect the dots between our programs, products, and services for partners/agencies/funders.

Preferred candidates will also have:

- Experience in community engagement and outreach. Familiarity with the community in which the work will take place is strongly preferred.
- Ability to clearly communicate (speak, read and write proficiently) in English.
- Ability to meet travel requirements associated with this position.
- Ability to work flexible hours which may include evenings and/or weekends.
- Ability to transport/move supplies and equipment, climb stairs with or without reasonable accommodation.
- Ability and willingness to work with diverse audiences and maintain cultural sensitivity.
- Experience with windows-based software including use of the internet and Microsoft Office Suite including Outlook, Word, Excel and Teams; Google Suite, and Canva.
- Ability to communicate effectively, clearly, and with cultural competence through verbal, written and electronic methods.
- Ability to organize, manage, and prioritize multiple tasks, deadlines, requirements, and priorities to complete work in a timely manner and within established deadlines.

We are actively seeing a diverse pool of candidates for this position and strongly encourage applications from candidates of color.

SALARY AND BENEFITS

This is a full time, year-round, and salaried position. The schedule will vary across days of the week and flexibility is required, including working on weekends. Foodlink covers 100% of individual health and dental insurance with the ability to acquire family coverage with pretax dollars. In addition to generous paid time off (PTO), we observe 14 paid holidays throughout the year. Opportunity to contribute to a 401k retirement savings plan upon hire. Eligible for generous employer match after one year of service.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

A considerable amount of time will be spent working outdoors. While performing the duties of this job, the employee is regularly required to sit, stand, talk or hear. The employee is frequently required to use hands to handle or feel items such as tools, machinery and documents. The team member is required to stand; walk and reach with hands and arms. Specific vision abilities required by this job include close vision, color vision and ability to adjust focus. This position regularly requires the individual to lift objects weighing up to 50lbs.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those a team member encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually quiet.

Note: The above description is illustrative of tasks and responsibilities. It is not meant to be all-inclusive. Employees will follow other instructions and perform other related duties as required.

Everyone is welcome here! Foodlink is an equal opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, genetics, veteran or disability status.