

## **Production Specialist**

**Job Title:** Production Specialist

**Position Type:** Full-Time, year-round

**Compensation:** Hourly; \$21-\$22/hour

**Supervisor:** Program & Policy Director

**Location:** Lancaster, MA (*In-person*)

World Farmers is hiring a Production Specialist who is responsible for providing production assistance to Flats Mentor Farm (FMF) farmers across all World Farmers' farm sites. This position will support in providing general production assistance, as well as perform food safety monitoring, assistance in accessing production-related supplies and educational resources for FMF farmers, and other land management support. This position will need to build strong and trusting relationships with FMF farmers to assist each who are at different stages of farmer development. This position will support FMF farmers in day-to-day pest management planning and implementation, and support FMF farmers to remain compliant in MDAR-CQP (Commonwealth Quality Program) food safety protocols. This position requires technical expertise, but also someone who has excellent interpersonal skills and can build relationships with farmers of many diverse backgrounds.

### ***Responsibilities Include:***

#### **Production & Land Support:**

- Ensure program land sites are safe and productive spaces for farmers to operate.
- Assist in opening and closing of all program land sites, support in coordination of land preparation for all program land sites and other beginning of season needs, and assist with general farm operations across land sites.
- Coordinate seed access and purchasing, including seed saving training and exchange and coordinate with area greenhouses for seedling production.
- Monitor all land sites weekly throughout the season, checking in with farmers.
- Ensure farmers production practices follow program's preferred practices.
- Ensure on-farm operations and farmer production abide by CQP standards for sale; Ensure farm sites and wash stations are upholding food safety standards at all times.
- Manage pest management and prevention activities and Extension relationship.

#### **Farmer Support:**

- Assess in-field crop quality in preparation for market sales, both retail and wholesale. For wholesale, operate in coordination with the in-season sales team.
- Provide hands-on farmer training and support in post harvest handling in-season.
- Facilitate farmer-to-farmer mentoring; encourage farmer-led knowledge sharing.
- Support farmers to access the resources needed for successful farming operations including production related resources and supplies, in coordination with key staff.

- Field everyday inquiries from farmers, track requests and needs for support and coordinate with staff as requests fall outside of the area of work.
- Provide technical assistance in food safety practices according to MDAR-CQP.
- Assist farmers in identifying pest issues, provide farmer guidance in pest prevention options, support farmers to implement organic pest management practices.
- Any additional duties as requested or required to support each FMF farmer. World Farmers encourages a team environment and asks staff to support, collaborate and communicate across roles to ensure our services remain seamless to FMF farmers.
- Ensure completion of all evaluation and reporting needs for program efforts.

***Qualifications Necessary:***

- Experience in crop production on small-scale operations; 3+ years preferred.
- Knowledge of and experience in organic pest management practices and solutions.
- Knowledge of and experience in food safety practices for small-scale vegetable producers, in alignment with MDAR-CQP and FSMA Produce Safety Rule.
- Knowledge of farm equipment and operations is a plus.
- Familiarity with cultural crops and their production is a plus.
- Passion, compassion, curiosity, and creativity to explore solutions with and for immigrant farmers related to production and farm management needs.
- Qualities of self-motivation, time management, flexibility and cooperation, and ability to be effective in a dynamic, multicultural/multilingual work environment.
- Social Justice, Racial Justice, and Food Justice minded and motivated individuals.
- Ability to work a flexible schedule, if needed.
- Ability to lift 50 pounds or more and walk the fields regularly in all weather.
- Ownership of reliable transportation and a valid driver's license.
- Capacity to build a collaborative culture across teammates to ensure effective and strong systems are built and implemented.
- Excellent interpersonal skills and ability to build relationships with diverse farmers.

***Additional Duties Include:*** acting as World Farmers ambassador and representing our values and mission across all interfaces, including with staff, farmer participants, and partners; and any other duties that working in a mission-driven, fluid operation require.

***Benefits:*** health insurance, vacation and sick time, as well as fresh veggies!

***Compensation:*** Hourly; \$21-\$22/hour. This position is full-time year-round.

***To apply:*** Submit résumé, brief cover letter, and three references to [HR\[at\]worldfarmers\[dot\]org](mailto:HR@worldfarmers.org) with the subject line: Project Manager Application. References will not be contacted without your prior approval and notification.

**Start Date:** Applications will be reviewed on a rolling basis, TBH as soon as possible.

*World Farmers holds 30 years of experience in supporting immigrant, refugee, and beginning farmers to grow and market their produce. Through Flats Mentor Farm in Lancaster, MA, World Farmers assists over 350 farmers by providing access to land, farming infrastructure, and technical assistance in agricultural production and marketing so that immigrants and refugees passionate about agriculture and living in New England can grow familiar foods and contribute to community food systems where locally produced cultural crops are available to all.*

*World Farmers is an equal opportunity employer and **strongly encourages** applicants from culturally diverse backgrounds and/or historically under-represented communities.*

*We are an equal opportunity employer that does not discriminate on the basis of race, color, religion or belief, disability, gender, nationality, ethnicity, sex, gender identity or expression, sexual orientation or any other status protected by law. World Farmers is committed to equal employment opportunity and strongly encourages women and people of color to apply.*