



ROGUE FARM CORPS

PO Box 86024 | Portland OR 97286 | 541-588-3550
www.roguefarmcorps.org

Farmer Training Programs Manager

Reports to: Co-Executive Director of Programs & Operations

Supervises: 2 Chapter Coordinators

Employment Type/Hours: Full-time, salaried. 1.0 FTE (40 hours/week)

Location: Oregon / Work from home. This position is mostly work from home with some travel within Oregon for events, classes, conferences, and staff retreats.

Compensation & Benefits: Starting salary is \$50,000. Benefits include flexible work schedule, generous vacation/holiday/sick leave policy, employer-paid health and dental insurance, home office stipend, and 2% IRA retirement account match. Paid Time Off accrues in the employee's first year at 3.1 Hours per biweekly pay period (equivalent of 10 days PTO / year). The PTO accrual rate increases each year of employment. In addition, 10 paid floating holidays and up to 10 paid sick days are available per year.

Requirements: Requires the use of your own personal vehicle (mileage reimbursed), cell phone, and computer (monthly phone and internet stipend provided).

Timeline: Applications will be reviewed on a rolling basis; deadline to apply is Wednesday, February 15, 2023.

Start date: As early as March 15, 2023.

Commitment to Equity, Anti-Racism, and a Culture of Care:

Our mission is best served when our staff and board represent the diversity of the next generation of farmers and ranchers. We strongly encourage applications from individuals who identify as Black, Indigenous, and/or a person of color, LGBTQIA+, a veteran, immigrant, low-income, or any other identity or group that has been marginalized or underserved in agriculture. RFC is committed to engaging in an ongoing learning process around privilege, power, inequality and systems of oppression, and to using our organizational power to be an agent of positive change. You can learn more about our equity commitment [here](#).

Organization Background:

Rogue Farm Corps (RFC) is an Oregon-based non-profit that trains and equips the next generation of farmers and ranchers through hands-on educational programs and the preservation of farmland. RFC was founded in 2004 by a community of Southern Oregon farmers who recognized the need for beginning farmer training and who held a shared commitment to mentoring the next generation. Since then, RFC has evolved to become a national leader in beginning farmer and rancher education, offering a variety of programs designed to train beginning farmers and ranchers at various stages of

development so they may feed Oregon's communities and steward our agricultural land. You can learn more about our organization's mission, vision, and programs by visiting [our website](#).

RFC's Beginning Farmer Training Programs:

RFC's Farmer Training [Programs](#) offer immersive opportunities for aspiring farmers and farm-curious folks to dive into the world of sustainable and regenerative agriculture, gain hands-on experience, build skills, network, and learn fundamental concepts.

[Beginning Farmer Educational Event Series](#) includes online and in-person classes, farm tours, and discussions for aspiring farmers. It is designed as an introduction to sustainable and regenerative farming production concepts and practices as well as food system and equity topics.

[Apprenticeship Program](#) facilitates connections to seasonal employment, mentorship, and training with partner host farms in Oregon. Apprentices also take the Beginning Farmer Educational Event Series.

[Regenerative Farming Fellowship](#) is an entry-level, part-time education and training opportunity offering hands-on mentorship and experience at a partner teaching farm site. Participants also take the Beginning Farmer Educational Event Series.

Position Description:

The Farmer Training Programs Manager supervises and supports RFC's local Chapter Coordinators, facilitates our Training Programs Team, and manages the delivery of high-quality, high-impact farm training programming. This position is responsible for the organization's consistent achievement of its training program goals, including providing a welcoming and inclusive learning environment to all program participants.

Position Responsibilities:

1. Guide the implementation, evaluation, growth, and refinement of RFC's beginning farmer training programs
2. Provide leadership, supervision, and support for Training Programs staff
3. Manage recruitment and review of new partner host farms sites and seasonal review of continuing host farm sites
4. Develop, assess, and refine educational curriculum content for the Beginning Farmer Educational Event Series
5. Support the development of on-farm curricula for each partner farm site
6. Act as a resource and supporter for host farmers and program participants
7. Support participants and alumni in navigating next steps in their farming trajectory
8. Support Training Programs staff in planning and facilitating educational events in their local community; assist with teaching educational events as needed and appropriate
9. Lead participant orientations and host farmer meetings
10. Maintain accurate program records and create program reports
11. Help hold participants and host farmers accountable to RFC program agreements and

guidelines

12. Collaborate with national, regional, state, and local beginning farmer development networks
13. Lead Training Programs partnerships and collaborations
14. Assist Co-Executive Directors with grant writing and reporting for Training Programs

Organizational:

1. Collaborate with Co-EDs on organizational priorities and direction
2. Attend conferences, trainings, retreats to further RFC and program mission and goals
3. Support event planning and other organizational fundraising efforts as needed

Communications/Outreach:

1. Manage outreach efforts to recruit Training Program applicants
2. Manage Training Program-related social media, newsletter, and website content
3. Assist with other organizational external communications as needed

Required Competencies

1. Commitment to RFC mission, vision, and values
2. Ability to lead a functional, nimble, and responsive remote team
3. Experience and knowledge of sustainable / regenerative agriculture concepts and techniques; at least two full seasons of farm experience in the realm of sustainable/regenerative agricultural production, or equivalent
4. Commitment to fostering a positive, equitable group learning environment and attend to the needs and goals of the group and individuals
5. Familiarity with and commitment to concepts and principles of racial justice, equity, diversity, and inclusion
6. Ability to build trusting relationships with people of diverse backgrounds and identities including aspiring & experienced farmers, communities of color, and partner organizations
7. Excellent communication skills
8. High level of organization and attention to detail; ability to work independently and as part of a collaborative remote team
9. Excellent time management skills
10. Effective with applications including email, calendar, Google Drive, Google Docs, and Google Sheets, social media platforms, and willingness to learn new online tools as needed
11. Ability to give and receive feedback
12. Commitment to continuous learning

Preferred Qualifications

1. Commitment to and understanding of soil health and soil biology as well as agricultural practices that foster them
2. Knowledge of or experience with local food systems
3. Strong connections to Black, Indigenous, Latinx, or other communities of color and other underserved populations
4. Experience managing programs and partnerships
5. Experience with program evaluation and program development
6. Experience teaching or training people in sustainable/regenerative farming skills and concepts

Working Conditions

1. The Farmer Training Programs Manager can expect a flexible working schedule that includes some evenings and weekends. Requires approximately 40 hours/week, allowing for weekly fluctuations.
2. The Manager works remotely from other staff. A good internet connection is necessary. A home office is highly recommended as no office is provided.
3. Requires occasional travel within Oregon. Mileage reimbursement and work hours are provided.

Evaluation/Trial Period

The Co-Executive Director of Programs and Operations will conduct an initial evaluation after the first 30-90 days. Subsequent evaluations will occur at least annually.

Apply

Please apply by emailing your cover letter and resume as one PDF file to training@roguefarmcorps.org with "Farmer Training Programs Manager Application" in the subject line.

In your cover letter please address the following questions and anything else you feel would be helpful to the selection committee. **Please keep cover letters to 2 pages maximum.**

- 1) Why are you interested in this position and what would you bring to this position/organization (lived experience, values, vision, etc)?
- 2) Describe your experience with farming, food systems, and education.
- 3) Describe your experience managing people, projects, programs, and/or partnerships.
- 4) What does justice and/or equity in the food system mean to you? What is your experience with systems of power, privilege and oppression?

Application deadline is February 15th.

Rogue Farm Corps is an affirmative action/equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.