

## Assistant Farm Manager Position Highwater Farm



Highwater Farm is seeking the right person to fill an **Assistant Farm Manager (AFM)** position. The ideal candidate has a minimum of 1-2 seasons working in vegetable production or similar outdoor work, will be self-motivated, have a strong work ethic, a sense of humor, excellent attention to detail, organization, time management and communication skills. This is an entry-level management position supported by professional development and has potential for upward mobility within the organization, including increased responsibility and financial compensation.

### About Highwater Farm

Highwater Farm connects the community back to the land through sustainable agriculture, stewardship, and youth development. Located in the Colorado River valley on the western slope of Colorado, the farm provides weekly vegetables for a 120 member Community Supported Agriculture (CSA) program and routes 15% of produce grown to the local food pantry system and is a certified SNAP retailer. In 2024 our team grew over 30,000 pounds of diversified vegetables on 3 acres using regenerative practices. A flock of laying hens with a mobile chicken coop helps manage and fertilize surrounding pastures and provides eggs for CSA members.

The farm is located in Silt, Colorado - a small town with a deep farming and ranching history. There are many opportunities for outdoor recreation in the area including an extensive network of mountain biking and hiking trails, river access for rafting and fly fishing, and camping.

### Job Description

Working in close cooperation with the Farm Manager, the **Assistant Farm Manager (AFM)** will assist in all areas of field production and help to ensure the farm is operating efficiently. Daily tasks include: seeding; greenhouse management; cultivation and bed prep; transplanting; irrigation; weed and pest management; harvesting, washing, and marketing crops; and record keeping.

The Assistant Farm Manager will work closely with Youth Program staff to oversee youth program participants in our Summer Job Training Program. The AFM will also work with volunteers and collaborate with the Director on special projects and ongoing tasks.

### Responsibilities:

- Participate in and be accountable for growing high-quality organic produce
- Stay informed of crop production schedules and participate in farm record-keeping, including water testing and logging harvest quantities
- Ensure youth program staff and volunteers are trained to accomplish scheduled work
- Assist with pest and disease scouting; implement IPM tactics, including research and implementation on beneficial insects
- Perform research on various agricultural methods as directed by the Farm Manager

- Regularly work with drip and overhead irrigation systems
- Manage produce processing, distribution, and delivery including CSA, and various wholesale accounts
- Educate crew by developing and leading workshops on a variety of topics

**Qualifications:**

- Minimum 1-2 seasons working in vegetable production or similar outdoor work
- Supervisory experience recommended
- Demonstrated flexibility to work with shifting timelines and schedules
- Ability to work under pressure in a fast-paced environment
- Ability to work outside in extreme weather conditions and maintain a positive attitude
- Strong commitment to organic and sustainable farming practices
- Ability to lead seasonal staff, youth, and volunteers in the field
- Able to lift 50+lbs
- Valid driver's license and reliable transportation/vehicle to use for farm tasks
- Ability to safely operate tractors and other farm equipment preferred, but not required

**Preferred Candidates:**

- 2+ years experience commercially raising diversified vegetable crops for CSA and markets
- Demonstrated ability in leadership positions
- Knowledge of and passion for:
  - o Sustainable & regenerative agricultural practices
  - o Education and outreach
  - o Youth development

**Hours & Schedule:**

- This position is seasonal from April 1- October 30 and hours vary. Peak season (July - September) 40-45 hours/week
- Saturday and Sunday greenhouse/irrigation chores shared among staff on a rotating basis

**Compensation:**

- Compensation is hourly at \$22/hour with a one-month review and will be paid out every 2 weeks  
Mileage reimbursement for work-related travel in personal vehicles is included
- Also includes a full CSA share, storage crops, and eggs totaling a \$1,000 value over the course of the season

**To Apply:**

Please submit a one-page cover letter, resume, and two references to [becca@highwaterfarm.org](mailto:becca@highwaterfarm.org).

**Applications will be accepted until December 15th, 2024.**

For questions, contact Becca Gourlay 716-248-0525.