



**Company Description:** Bright Spot Farms is an agriculture-focused training program of the West End Neighborhood House. Founded in 2011 with the goal of providing paid employment training pathways for young adults. We currently provide meaningful hands-on work, experience and training to high school students from New Castle County, Delaware. Bright Spot Farm operates a working 3-acre farm and nursery/garden center through which it trains youth and sells seasonal ornamental plants, vegetable and herb starts, and fresh vegetables to the community. As of 2022, the CSA program has grown to serve approximately 100 members. 70% of our membership include low-income Seniors and food insecure families throughout New Castle County, Delaware.

**Mission:** We believe in the power of farming to transform people through building confidence and fostering leadership. We aim to heal and empower the young people in our program by rooting our farming in an ethic of community service.

**Job Overview:** The Farm Manager will manage all aspects of Bright Spot Farm's production fields including growing pesticide-free vegetables. Managing youth workers and ability to work with volunteers; and speaking to public groups that frequent the farm for educational days. The manager has primary responsibility for the planning, coordination and implementation of all work and activities.

This position requires a strong, practical knowledge of agricultural skills and farm management. The ideal candidate for this position has an interest in small scale vegetable production, food systems, food-insecurity and community outreach. The Farm Manager reports directly to the Program Director. This is a full-time position.

### **Job Requirements:**

- Planning and leading day-to-day farm operations, including but not limited to field prep, seeding, transplanting, harvesting, packing, and delivering produce.
- Produce annual field plans, seed ordering and material acquisition.
- Maintaining records on material orders, retail sales, harvest yields, etc.
- Irrigation planning and implementation
- Maintain farm infrastructure and landscape
- Ability to drive and maintain both walk behind (BCS) tractor and Kubota Tractor
- Pesticide free - Insect and weed control, general field observation
- Maintenance and monitoring of deer fencing
- Maintaining seed crops and coordinating logistics with seed contracts
- Coordinating produce needs for the CSA program, markets & educational program
- Supervision of young adults 14-18 in all aspects of farm production.
- Driving Bright Spot Farms' refrigerated box truck and pick-up truck for markets and CSA deliveries.

- Working one or more farmer's market (possibly evening markets)
- Supervision of volunteers/volunteer groups
- Managing restaurant deliveries and farmer's markets
- Helping with greenhouse/landscaping projects as needed
- 40-hour work week, some evening, weekend and special event hours may be required

**Education/Training:**

- Bachelor's Degree in Horticulture/Agriculture or related field, or demonstrated experience
- 2+ years' experience in organic farming (at least one full season at one farm).
- Experience working with youth preferred.

**Skills & Abilities:**

- Positive attitude, even in stressful or challenging situations
- Excellent oral, written, and interpersonal communication skills
- Attention to detail and ability to balance multiple priorities
- Proficiency in Microsoft Office (specifically Word and Excel)
- Ability to bend, kneel, and stand for extended periods and lift at least 50 lbs.
- Ability to work in difficult weather conditions
- Strong attention to detail and ability to balance multiple priorities
- Ability to work independently and as part of a team

**Compensation:**

Compensation is competitive and includes a full benefit package including paid time off, medical, dental and life insurance, and employer contribution to retirement plan.

**Conditions of Hire:**

A valid state driver's license and a criminal background check are required as a condition of hire.

**To Apply:**

Applicants must submit a letter of interest highlighting relevant experience, and a current resume. Please apply by sending requested documents to [brightspotventures@gmail.com](mailto:brightspotventures@gmail.com) with the subject line "Application for Farm Manager." Review of applications will begin immediately and will continue until the position is filled. If you have any questions, please e-mail [brightspotventures@gmail.com](mailto:brightspotventures@gmail.com) or call 302-658-4171 ext.189.