



## Head Farmer

Farmscape seeks a Full-Time Head Farmer to oversee a team of farmers working on residential and commercial projects throughout the Bay Area.

**Start Date:** June, 2020

**Location:** Throughout Bay area, office located in Oakland

**Schedule:** Monday-Friday, 7:30am-4:00pm

**Status:** Full time, exempt

### **About Farmscape:**

Farmscape is the largest urban farming venture in the country, with headquarters in Los Angeles and Oakland. We design, install, and tend intensive organic vegetable gardens for residences, schools, restaurants, and other organizations. We actively manage 300 gardens in California, turning the city back into a farm one yard at a time.

### **Job Responsibilities:**

#### *Management & Supervision*

- Support 6-10 farmers in day to day operations of job including:
  - Troubleshooting customer service issues
  - Garden management
  - Communicate with farmers regarding planned vacations, sick time and other leave
- Make quality-control visits to gardens with and without farmers
- Conduct ride-alongs regularly with farmers
- Visit new gardens
- Hiring
- Conduct reviews and check ins with staff
- Review and approve time cards
- Improve systems and guidelines for appropriate route coverage (documentation, communication, debrief, etc.).
- Order supplies, manage inventory and organize distribution
- Organize spring and fall season switch logistics including:
  - Plan and coordinate delivery of soil and supplies to gardens in collaboration with farmers through spreadsheets, maps, and overseeing crews
  - Organize and oversee additional season switch related projects, including garden repair projects, supplies management, and related activities

#### *Farmer Training and Research & Development*

- Organize and facilitate monthly farmer meetings
- Identify key topics for continuing education
- Organize and facilitate monthly trainings for all farmers
- Identify opportunities for increased farmer happiness, efficiency or performance
- Assist with research to develop and improve best farming practices, including recurring issues, such as critters (dogs, cats, deer, squirrel, rats, etc. Collaborate with sales department to implement these practices, as appropriate, beginning with garden installation
- Assist with developing Farmscape service manual by adding research collected by you and other farmers.

#### *Customer Service*

- Maintain good customer relationships, both in-person and via phone/email
- Answer customer concerns in a timely manner and communicates problems upward
- Represent Farmscape products and services in a professional manner

*Other*

- Coordinate with Southern California staff on various topics
- Attend staff, service, and training meetings as required
- Keep portfolio of 40+ maintenance projects (including rooftops and raised beds) on-time and at-budget

**Qualifications:**

- 3+ years landscape experience
- Extensive experience with edibles, perennial and native landscapes
- 2+ year(s) personnel/team management experience
- Expert knowledge of spreadsheets and Google Suite apps
- Ability to learn and adapt to Farmscape best practices
- Friendly and clear communicator
- Organizational skills and attention to detail a must
- Curiosity, resourcefulness, tenacity and strong work ethic are required.
- Valid driver's license and personal vehicle required

**Compensation:**

Pay commensurate with experience. Benefits for full-time employees include: Health insurance, 401(k) plan with employer matching, FSA & Dependent Care plan, Paid vacation, Monthly Smartphone reimbursement and Mileage reimbursement.

**To Apply:**

Please send a cover letter and resume to [sfjobs@farmscapedgardens.com](mailto:sfjobs@farmscapedgardens.com) with the subject line "Head Farmer." NO CALLS PLEASE.