

Farm Advisor—Outgrowing Hunger

FULL TIME (Exempt) SALARY POSITION

Starting January 2023

SUMMARY

The Farm Advisor's central role is to ally with farmers from diverse communities to accomplish long term production improvements and market readiness. The Farm Advisor will accomplish this by leading the development and implementation of a comprehensive training program for 30 - 40 emerging refugee and immigrant small farm businesses in Outgrowing Hunger's Farm Accelerator Program. The program's overarching goal is to increase the skills, productivity and economic viability of ethnic minority farmers in east Multnomah and Clackamas counties. In collaboration with the Executive Director and culturally-specific support staff, the Farm Advisor will provide individualized hands-on, in-the-field training and mentoring within each farmer's independent farm plot at locations in Boring and SE Portland, plus group sessions conducted at our cooperative training farm, in our office conference room, and other formats as appropriate. Day-to-day work will center around: planning, scheduling, and delivering proactive & responsive operational assistance to each participating farmer during multiple-hour sessions, observing acceptance, implementation, and barriers to recommended practices; Develop and implement strategies to overcome logistical, cultural, and technical barriers to improving outcomes. This position is currently funded through 2024 by USDA & ODA grants; Ongoing funding for this position will be pursued based on program effectiveness and documentation of continuing need.

BACKGROUND

Outgrowing Hunger (OH) builds and operates farms and gardens with a focus on refugees and immigrants in the Portland Metro Area. Founded in 2011, our mission is to support marginalized communities in reaching their highest potential for well-being through growing and sharing healthy food. Our goal is to build self-reliance in our member communities while meeting social, nutritional, and economic needs. We are composed of over 450 families in Multnomah County, representing more than 2,000 participants from 26 nationalities and five continents of origin. In 2021 we added an 18 acre accelerator farm in Boring, Oregon and several training/production sites with market garden plots in East Portland. OH works closely with a wide coalition of other local nonprofits to support small farmers, and is a member of the Oregon Community Food System Network.

ESSENTIAL DUTIES

The incumbent must be able to complete essential duties without supervision, and with necessary reasonable accommodation. A wide range of specific duties may be assigned consistent with the purpose of this position.

- Logistics: lifting & transporting heavy (>50lb) supplies, equipment, and products to & around the farm.
- Physical labor: demonstrate proper completion of strenuous, detailed, and fine motor tasks at ground, standing, and overhead levels in variable weather & uneven surfaces (approx 2/3 of time)
- Equipment operation: use <14 HP BCS tillers, <40hp tractors, implements, and licensed motor vehicles.
- Administration: planning, scheduling, record keeping, and office-based work in English (approx 1/3 of time)
- Communication: conduct group & 1-on-1 training and mentoring, develop productive & accountable relationships with participating farmers, conduct proactive engagement with relevant stakeholders.
- Infrastructure: support the selection, installation, use, and maintenance of the farm infrastructure including season extension, wash / pack, greenhouse, walk-in cooler, irrigation systems, and layout.
- Collaboration: coordinate with partners and staff to support farmer sales growth and profitability; Build partnerships and connections to advance immigrant and refugee farm businesses
- Evaluation: soil & crop health, site safety, infrastructure & equipment needs, farmer performance; Complete program evaluation functions, specifically increase in productivity and sales of specialty crops.

REQUIRED QUALIFICATIONS & EXPERIENCE

The requirements listed below are representative of the knowledge, skill, and/or ability necessary to be successful in the role, or are otherwise necessary to operate within our organization and broader coalition.

- Personal commitment to the principles and practices of anti-racism and anti-discrimination, including disruption of observed institutional, administrative, or interpersonal racism or discrimination
- 4 years experience producing organic vegetables: crop planning, soil fertility, tillage, weed management, irrigation, equipment operation, farm infrastructure, post-harvest handling, direct & wholesale marketing
- Knowledge necessary to advise beginning farmers in the Pacific Northwest
- Ability to work with immigrants and refugees from traditional farm backgrounds and a wide variety of languages & cultures, with limited education, literacy, English skills and Western science background
- Excellent teaching, management, problem-solving and communication skills
- High level of patience and persistence with appropriate boundaries
- Strong work ethic and efficient independent work habits: detail-oriented, proactive, and positive
- Excellent writing, speaking, listening, organization, and administrative skills
- Ability to work in on-farm conditions: dusty, dirty, cold, hot, precipitation, heavy lifting, etc.

ADDITIONAL DETAILS

The Advisor leads culturally specific training and support services to refugee and immigrant farmers that support our primary goals: 1) skills development, 2) production improvement, 3) market development, and 4) training site improvements. The Advisor is responsible for several training and program management functions.

1. Individual Hands on Mentoring in the Field: focused on increasing skills of individual farmers by advising farmers and by demonstrating best practices in their farm plots. Working alongside farmers to support accomplishing needed tasks demonstrating a high-productivity farming practices.
2. Small Group Hands on Mentoring: consisting of mentoring groups of two to five farmers at a time by conducting demonstrations, observations or trouble shooting.
3. Field Based Classes: plan and deliver various topics based on the season and farmer needs identified by farmers, the Farm Advisor or the Director.
4. Season and Farm Systems Planning: guide farmers in planning for key cropping elements such as planting, fertility, and crop rotations based on their specific plot needs and individual market opportunities.
5. Business Planning and Mentoring: based on specific market opportunities with functions including market planning, budgeting, cash flow, identifying purchase needs, and analysis of financial records, etc.
6. Supplies Support: advise farmers on supply purchase needs/vendor and the most appropriate purchases based on quality, value and their available budget and individual farming systems.
7. Market Development and Support: collaborate with project staff to support the expansion of new market outlets and increase the volume/sales of existing markets.
8. Training Site Infrastructure and Improvement: increase the efficiency and effectiveness of farm operations at the training site by assisting in the construction of infrastructure for season extension, packing/washing station, propagation greenhouse, cooler, poultry / egg production, EV charging, and on-site office space

COMPENSATION

\$45,600 - \$55,200 (\$3800 - \$4600 monthly) DOE for 2000 hours yearly with seasonal flexibility as mutually agreed. Weekend, evening, and occasional long hours may be necessary to accomplish essential duties in a timely manner. Employer-paid SEP Retirement Plan is 6% of earnings paid annually for active employees.

TO APPLY— email with a resume and cover letter, in the form of a single PDF attachment, addressing how your experience, skills, values, and goals advance this work. Apply by noon PST on December 19, 2022 by emailing materials to: farm@outgrowinghunger.org. Please use the email subject "FARM ADVISOR 2022"