



## **About Cedar Circle Farm and Education Center**

Cedar Circle Farm and Education Center is a certified organic vegetable, berry and flower farm located on conserved land along the Connecticut River in East Thetford, Vermont. In operation since 2000, the farm is approximately 60 acres total, with 35-40 acres in production each year. In addition to growing organic produce and flowers, Cedar Circle invites engagement from community members through our bustling Farmstand, Cafe, commercial kitchen, Education Center, and unique CSA program.

Cedar Circle is a non-profit, mission-driven organization, engaging the community to develop and share practices that promote regenerative agriculture, good health, and a resource-rich environment. We are committed to converting as much of our certified organic farm as possible to regenerative, organic methods. Our goals are to increase soil health, improve biodiversity in the soil, enhance the carbon flow, and produce the most nutritious food we can for our community.

At Cedar Circle, we believe in building community among neighbors and in fostering connections between people and the natural world. Through education, public programming, and by providing a space to gather and learn together, Cedar Circle cultivates connections among people, but also reconnects us to our agrarian heritage, reminding us of our relationship with natural ecosystems to nurture stewardship.

### **Director of Agriculture**

#### Position Summary

The Director of Agriculture will lead the organization's diverse production departments, including annual and perennial flowers, vegetable and fruit production, and research. All areas of production work together with the Director of Agriculture toward the goal of transitioning to regenerative farming with a focus in building soil health and maintaining profitable production. The ideal candidate will have the vision, passion, and skills to supervise their team in achieving these goals.

The Director of Agriculture will value strong, professional relationships and communicate clearly, with integrity. She or he will be an inspirational leader with a proven ability of engaging employees in a motivating manner so that Cedar Circle continues to meet the high standards of operation that customers and visitors have come to expect.

Cedar Circle Farm and Education Center is well positioned to meet the growing needs of our community and our industry, through farming, research, and education. Working closely with the Executive Director, the Director of Agriculture will set annual goals that guide us to achieve our mission. The Director of Agriculture will have the ability to learn, to grow, to be flexible and to

recognize the need to balance a range of responsibilities. This position requires a broad skillset. The ideal candidate will be a lifelong learner and want to continue to grow in their expertise.

### **Key Responsibilities**

- Supervise and collaborate with our Vegetable Production Manager and Greenhouse Manager to create and implement annual crop and nutrient management plans, with regenerative agriculture principles driving decision making
- Supervise and collaborate with the Research and Soil Conservation Manager to research and test regenerative methods that can be incorporated into our current production systems
- Develop regular reporting & data gathering systems. Support managers in refining the planting, production & harvest records to determine cost of production, ideally using organic farm management software
- Supervise Greenhouse Manager in retail greenhouse and cut flower production
- Oversee staff in maintenance of structures and equipment
- With department managers, recruit, hire, train and supervise seasonal production staff
- Support organizational needs for various mission related events like public and education programs/workshops
- Maintain a safe, clean, and organized environment for staff and visitors
- Oversee compliance with all certifications and state and federal programs

### **The Ideal Candidate has**

- A deep understanding and passion for regenerative, organic farming
- 5+ years of management experience on medium to large scale organic vegetable production farms, including supervision of a large team of employees
- A Bachelor's degree in an agricultural related field
- Demonstrated experience with research project design and implementation
- Ability to build a practical budget and maintain agriculture department financial records
- Proven capacity to keep many moving parts (systems) operating smoothly
- Experience with farm management software, such as Farm OS or Tend
- Greenhouse and plant propagation experience
- Ability to work independently and with a team
- Capacity to work weekend and early morning hours
- Experience with tractor and small engine equipment operation
- Excellent communication and organizational skills with attention to detail

### **Desired Qualifications**

- Master's degree in soil science or related field
- Experience with fruit orchard pruning and maintenance
- Experience growing produce for direct-to-consumer market
- Grant writing and management experience

### **What We Are Offering**

- A progressive work environment in an organization that values work-life balance
- Salary commensurate with experience, starting at \$55,000+ DOE
- Participation in the company's 403B beginning in 2022
- Health Benefits (100% of the group premium is employer paid)

225 Pavillion Road, East Thetford, Vermont 05043 • [cedarcirclefarm.org](http://cedarcirclefarm.org) • 802.785.4737

- Fresh produce and a 20% farmstand discount
- Paid Time Off, including Holidays and Sick Time

Cedar Circle Farm and Education Center, Inc. is an equal opportunity employer. We strongly encourage applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, or marital status.

To Apply, please email a cover letter with your CV to [director@cedarcirclefarm.org](mailto:director@cedarcirclefarm.org)

Visit our website to learn more about our organization: [www.cedarcirclefarm.org](http://www.cedarcirclefarm.org)