



Position Title: Farm Manager

Our Vision:

We envision an America where the institutional injustices concerning Land, Race, and Money, which are rooted in a history of extraction and exploitation, both spiritually and materially transform toward justice, equity, and repair. It will require the redistribution of resources, the equal sharing of knowledge and information, cross-racial and personal healing based on a worldview of interdependence, and the active acknowledgment of the Earth and soil upon which all life depends as sacred.

Our transformative vision is a regenerative society made whole and living in balance.

Our Mission:

Our mission is to seed rural justice and end rural racism through new systems that serve Black agricultural communities.

The Project:

The support we provide for Black farming communities is based on Afro-Indigenous regenerative farming practices in the growing of specialty rice in the System of Rice Intensification (SRI) method, (dry land, raised bed), as we also learn from them. We test and trial many varieties of rice, cover crops, field peas, beans, sesame, moringa, etc, primarily foods from the African diasporic foodways. We experiment with rotation crops, cover crops, regenerative agriculture principles and other methods of sustainable farming to share with the farmers in our cohort. We also focus on cooperative economics via a farmer-governed rice mill operated by a cooperative of Black farmers. Through an act of reparations, Jubilee Justice has been given the deed to the property including the building that is the home of

the rice mill. Our flagship Black farmer rice project supports Black farmers throughout the southeastern U.S.

Jubilee Justice is currently leasing land on the Inglewood Farm in Alexandria, LA. This location serves as our home base, for testing, trial experimentation, and production. The work we do in Louisiana is experimental, innovative and institution building for Black farming communities. The growing of SRI rice has not been grown to this scale in the Southeastern U.S.A. before now.

Position Overview: The Farm Manager is in charge of the execution of crop production throughout the entire farm. The job entails conducting trials, field experimentation and data collection. The Farm Manager works closely with the Agricultural Consultants, Farm Lead Rice and Farm Lead Veggie, Executive Director and Director of Operations to create a holistic plan for the SRI rice production and year-round veggie production.

Primary Responsibilities and Duties

- Plans and executes seasonal farm management of the entire farm.
- Runs experimental rice trials
- Manages farm budget proficiently
- Purchases all inputs
- Recognizes equipment needs and once approved from Executive Director, purchases equipment
- Data reporting and communication of rice trials to the farmer cohort through manuals, technical reports, videos, and podcasts.
- Works closely with Farmer Program Manager to budget and arrange input and equipment assistance to the rice farmer cohort.
- Oversees veggie production, succession planning, harvesting and all market activities.
- Manages all farm labor
- Assists Farmer Program Manager in the preparation of input delivery to farmer cohort.
- Executes farm tasks including seeding, planting, weeding, spraying, harvesting, seed production, compost, etc.

- Aggregates and maintains meticulous field logs, irrigation records, calendars and field notes.
- Allocates and prioritizes weekly daily tasks amongst on-farm staff and keeps a record of tasks conducted.
- Designs and implements systems with team that foster a collaborative and safe work environment
- Manages farm in adhering to food safety requirements in crop production and facility
- Participates in on-farm workshops and learning opportunities for the local community and farmer cohort.
- Participates in planning and executing on-farm programs and learning opportunities for farmers and community members
- Participates as a member of the Jubilee Justice Cooperative
- Continues education of agricultural sciences, regenerative farming practices, leadership, legal protection, business management, government financial assistance, policy, equipment, and organizational structure to maintain effectiveness and relevance of services provided by the organization through independent study, conference attendance, and networking

Personal Characteristics

- Must be pleasant to work with even when things go wrong
- Must have a cooperative attitude with other staff members
- Must be extremely reliable
- Must have the passion, ability and capacity to work in a diverse setting with people of different racial ethnicities, genders, sexual orientations and backgrounds
- Must have a “can-do” attitude
- Must be an honest and accountable person

Must be able to lift 50 lbs or more. Smoking is prohibited on the farm and in vehicles.

Work Schedule: This is a full-time position with some evening and weekend work required.

Reports to: Executive Director

Salary: \$50,000 annually

Benefits: Housing, paid vacation and sick time, Healthcare reimbursement for medical expenses up to \$5,300/yr, organic produce from the farm, ongoing training and professional development

Application Details:

Submit a cover letter and resume in PDF format to info@jubileejustice.org with the subject line: “Farm Manager” - last name”

Your cover letter should detail your interest in this position, including:

- Why do you feel connected to the work and mission of Jubilee Justice?
- How will you use your past work, volunteer, academic, and/or other life experiences to meet the specific responsibilities of this position (as detailed above)?

Applications will be reviewed on a rolling basis.

Finalists will also be asked to submit professional references.

Jubilee Justice is an equal-opportunity employer and places a high value on workforce diversity. We want to have the best available person for every job. Jubilee Justice policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination against a person who is perceived to have any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics.