



Position Title: Farmer Program 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 Farmer Program Manager is in charge of assisting farmers in entering into the Jubilee Justice Specialty Foods Cohort. This is done through providing and connecting farmers to proper technical assistance, facilitating access to labor and equipment services, and assisting in the administrative elements of farm planning and the farmer cooperative. The FPM works closely with SRI consultants, Farm Manager and Operations Director to aggregate and organize the proper assistance needed by farmers in balance with the operations of the headquarter farm and mill.

Desired Skills/Experience/Qualifications:

- Awareness of and experience with organic farming; has a diverse understanding of different farming methods and practices, preferably a background in agroecology or biology
- Has a working knowledge of regenerative farming and soil health
- Experience working in vegetable or small-scale grain production
- Orders materials for farm and maintains records of financial spending
- Experience working with farm and landscaping tools (BCS, garden tools, etc) and working with organic pesticides
- Ability to execute plans and planting schedules
- Experience managing others and is able to ensure farm staff understands expectations
- Effective verbal and written communications skills
- Comfortable with writing reports and manuals
- Multicultural proficiency, sensitivity, and competence in working and

- communicating effectively with people across lines of difference
- Considerable experience and ease with computers, the internet, and email, Slack especially Google docs, and Google sheets or Excel
 - Prior experience with data collection is a plus, or willing and eager to learn
 - Understanding of basic scientific method is preferred
 - Highly organized, detail oriented, and efficient
 - Comfortable with responding quickly and flexibly to changing deadlines, conditions and situations.
 - Comfortable with and seeks to receive feedback and direction from all employees
 - Physical skills: Ability to lift and/or move up to 50 pounds and also push or pull heavy objects. Job requires manual labor in all weather conditions. Applicants must be physically fit with experience and excitement about working outdoors.
 - Willingness to work long hours if required, including weekends.
 - Ability to travel up to two weeks at a time
 - A passion for crop diversity, social justice, environmental issues, and outdoor activities

Primary Responsibilities and Duties (Additional responsibilities designated as needed)

- Works with Farm Manager in planning experimental trials, input production, and equipment services as determined by the need and curiosities of the farmer cohort, JJ staff, and SRI consultants.
- Assist Farm Manager in data collection, reporting, and communication of trials to the farmer cohort through manuals, technical reports, videos, and podcasts
- Works with Farm Manager to implement, test, and improve farm input production and analysis for farm and farmer cohort including compost, seed production, and analyzing soil samples.
- Provides travel reports on outings and maintains equipment service records to farmers
- Organizes annual trials and/or production plans of each farmer into reports and exhibit A s that are clearly communicated to Farm Manager, Executive Director, Mill Staff, and Farmer Cohort team.

- Orders materials for farmers and maintains records of financial spending
- Works with Farm Manager to budget input and equipment assistance to farmers in balance with home farm needs
- Conducts regular feedback interviews with farmers and reports to farm team
- Checks in regularly with farmers both via phone and in person and reports updates to Farm team immediately and timely
- Organizes and schedules meetings and events with and amongst farmers including farm visits, planning meetings, field trips, workshops, etc.
- Participates in the construction, communication, and upholding of cooperative bylaws with the farmers
- Connects farmers with organizational ecosystem services to assist in holistic farm solutions that facilitate the health of their business and ability to participate in the program
- Continues education of agricultural sciences, SRI principles, 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
- Maintains transparency and facilitates timely communication of organizational decisions with farmers
- Facilitates recruitment of new farmers through outreach events, workshops, conferences, and relationship building in the agricultural ecosystem

Work Schedule: This is a full-time position with some evening and weekend work required. Fully remote, will need to travel.

Reports to: Farm Manager and Director of Operations

Salary: \$42,000 - \$45,500 annually depending on experience

Benefits: Housing (if on-site), paid vacation and sick time, Healthcare reimbursement for medical expenses up to \$5,300/yr, ongoing training and professional development

Application Details:

Submit a cover letter and resume in PDF format to info@jubileejustice.org with the subject line: “Farmer Program 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.