



Black Oaks Center for Sustainable Renewable Living
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BOC CO-FARM MANAGER

POSITION OVERVIEW:

Black Oaks Center for Sustainable Renewable Living (BOC) is a BIPOC-led, not-for-profit institution committed to local food system development in the state of Illinois & the region. We are based in the historic black farming community of Pembroke Township. Since 2011, we have been doing all we can to restore the legacy of Regenerative Farming here. Over 20 parcels (60 + acres) are in the queue in 2023 for small farm viability projects to be implemented including vegetable melon production, fruit (berry & fruit tree) production, livestock, high tunnel production, hemp, grain, and legume production. In our 100-year plan, our vision is to transform this fallow farming community into a fruitful one. We are looking for an experienced producer to take up this charge, and be prepared to lead, teach and produce. At BOC, we are preserving culture and the planet through sustainable, regenerative practices to be held in perpetuity. We believe food is medicine and we are recruiting a co-farm manager to lead alongside our existing farm manager to be in support of each other in order to ensure the highest quality and quantity of the most nutrient-dense harvest. We urge you to strongly consider coming and growing this vision with us.

Every production season, we harvest, process, package, and deliver/ship fresh vegetables, and medicinal & culinary herbs to individuals, health collectives, wholesalers, and specialty retailers throughout the Greater Chicagoland area.

As the Co-Farm Production Manager, you will be responsible for the efficiency and growth of production plans. Our production starts from the seed and continues until our high-quality product is sold. You will manage production personnel and must ensure that they are trained accordingly, follow company and safety standards, farm equipment maintenance and meet production demands.

Compensation/Salary: Starting at \$50,000+/yr or more depending on experience

Requirements; Ideal Candidates Should Have:

- Experience in Good Agricultural Practices
- Experience and efficacy in regenerative, sustainable, ecological farming and production
- Specialty Crops: vegetable, melons, grains, legumes, hemp and hay production
- Livestock & rotational grazing
- Compost Production
- Farm Record Keeping & Budget Management
- Ability to encourage, motivate, supervise and organize work crews and volunteers
- Knowledge of soil and nutrient management, crop rotation and post-harvest handling, succession planting, plant pathology, PMI/pest, and weed management
- Multi-task oriented and organized
- Experience operating farm equipment and machinery
- Ability to contribute ideas on how to expand and diversify the operation
- Excellent communication skills
- Proficiency with computer skills (Excel, Word, Email)
- Ability to make independent decisions
- Good Agricultural Practices & Food Safety Training

Responsibilities & Duties:

- Manage, direct, and organize daily, and weekly production plans; look to increase efficiency and productivity
- Work with the Co-founders & AD to recruit, and enroll production personnel to ensure compliance with company policies and safety procedures
- Track labor and product yields daily
- Verify the accuracy and quality of the product
- Partner with Quality Assurance and Food Safety to ensure all areas are in compliance with production and safety processes
- Ensure and improve employee safety knowledge through training and communications
- Troubleshoot quality issues
- Monitor organic sites on daily basis; track soil health and water quality
- Oversee equipment, and organize repairs and maintenance
- Responsible for working closely with Harvest Crews
- Other duties as assigned

Education|Experience:

- A degree in Agriculture OR work experience equivalent, working in produce & livestock production (preferably experience) 5 + years

Ideal Candidate:

Our Ideal candidate will have an extensive production background, with knowledge of crop management; including soil, crop rotation, succession planting, weed management, grain production harvesting & livestock, etc. They work well with people & farm equipment, have great problem-solving skills, know how to motivate others & set high standards for organic/sustainable production.