



**Job Description: Community Farmer
Temporary, Part-Time, Nonexempt Position**

Position: Community Farmer (Food Forest)
Status: Temporary, Part-Time, Non-Exempt
Hours: Up to 16 hours per week, Sunday through Monday
Reports to: Food Forest Coordinator

Position Overview

Coastal Roots Farm is seeking temporary, part-time Food Forest Community Farmers to support the development and maintenance of our food forest and vineyard. Community Farmers will work to support the Food Forest Coordinator in perennial plant care; infrastructure improvement and maintenance; nursery care and development; volunteer programming; data collection; and general tasks as needed. This position requires a good eye for noticing both details and patterns in the food forest, ability to prioritize a wide range of tasks and good interpersonal communication skills. Our Food Forest is just over a year old and is home to over 1,400 Mediterranean and sub-tropical plants. The Vineyard, bearing three varieties of grapes, is entering its fourth year of growth and first year of harvest.

About Coastal Roots Farm

Coastal Roots Farm is a nonprofit community farm and education center that nourishes connections—to ourselves, our neighbors, and the land. Inspired by Jewish wisdom and centuries-old agricultural traditions, Coastal Roots Farm practices biodynamic farming and shares their harvest with communities that lack access to healthy food. Their goal is to become a model for community farming and creative Jewish expression, both at home in Encinitas, California, and around the world.

The farm consists of approximately 20 acres of mixed gardens, orchards, food forest, animal pastures, compost, vineyard, barns, greenhouses and farmhouses all in various stages of development. Over 50% of the food grown at Coastal Roots Farm is donated to food and nutrition insecure families in our community through a pay-what-you-can farmstand, pop-up markets and direct donations to local hunger relief organizations. The farm also distributes food through a CSA (community supported agriculture) program and to select local restaurants and grocery stores.

As a center for education and community connection, Coastal Roots Farm offers hands-on learning about farming, gardening and environmental stewardship for people of all ages and backgrounds and hosts gatherings where the community can get to know each other, eat healthy food, connect to the earth and celebrate together.

Coastal Roots Farm was incubated by the Leichtag Foundation and was recently spun off as an independent 501(c)(3) nonprofit organization that is funded through a diverse revenue mix, including philanthropic partners and social enterprise.

About the Leichtag Foundation

The Leichtag Foundation (“Foundation”) is a private independent foundation located in Encinitas, California, with a strong interest in advancing the North County coastal region of San Diego where our founders Lee and Toni Leichtag, of blessed memory, lived and worked. The Leichtag Foundation also supports programs in Jerusalem, Israel. The Foundation currently holds approximately \$134 million in assets and has granted about \$100 million since its inception in 1991—more than half of this since becoming independent in 2008. The Foundation focuses its philanthropy on combating poverty and increasing self-sufficiency for residents of coastal North County; supporting and inspiring vibrant Jewish life in coastal North County; stimulating renewal, service, and social activism in Jerusalem, Israel; and building strong connections and relationships between San Diego and Israel.

In 2012, the Leichtag Foundation purchased the former Paul Ecke Ranch in Encinitas, California. The Foundation’s goal for this 67.5-acre agricultural property, now known as Leichtag Commons, is to create a physical platform for the advancement of the strategies listed above and a cultural and community resource for the San Diego region. With breathtaking views of the Pacific Ocean, a network of greenhouses, barns and other structures, and easy access to the public, the Ranch is situated in an ideal North County location.

Essential Duties and Responsibilities

The essential functions include, but are limited to, the following:

Infrastructure:

- Install irrigation updates and repair as needed
- Maintain earthworks

Food Forest and Vineyard Maintenance:

- Care for existing trees, vines, and understory
- Spread mulch
- Weed
- Plant
- Prune trees, vines, and understory as needed
- Apply organic pesticide
- Apply compost tea fertilizer
- Work on pest control

Nursery Development and Maintenance:

- Propagate from seed, bulb, or cuttings
- Care for young plants

Programming:

- Assist with annual Food Forest Festival
- Lead volunteer groups, as well as support coordination and logistics, as needed

Data Collection:

- Label new trees
- Assist with taking general measurements
- Assist with photography

Other:

- Operate tractor and bobcat with various implements
- Maintain an organized tool shed
- Provide reports to the Food Forest Coordinator on project summaries, as requested
- Follow safe work environment practices
- Other duties, as assigned by supervisor, to support the development and maintenance of the entire farm including the vegetable production fields and animal pastures

Required Qualifications and Experience

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Certification in Permaculture Design and/or 2 years of relevant work experience in a related field (permaculture, food forestry, fruit tree/perennial plant care, horticulture, agroforestry, landscape design, etc.).
- Eagerness to learn about fruit trees and other perennial plants, their methods of propagation, planting, pruning, grafting, seeding, and care.
- Knowledge of species and climate specific to Southern California.
- Technical knowledge and familiarity with irrigation construction, troubleshooting, and repair.
- Experience using power tools.
- Basic knowledge of agricultural equipment use and safety.
- Detail-oriented and strong organizational skills.
- Passion for interacting with, educating, and leading a diversity of community participants, volunteers and staff of varied ages and backgrounds.
- Knowledge and passion for community farming, food justice, food systems development, etc.
- Cooperative, service-oriented attitude and ability to work independently and take initiative, set priorities and see projects through to completion.
- Strong interpersonal and relationship development skills.
- Ability to be open and flexible to new ways of working with diverse communities.
- Creative skills and ability to experiment to attain new, better strategies, approaches, and solutions to challenges.
- Flexibility and willingness to take on a variety of tasks along with an ability to work effectively in a highly collaborative, team environment.
- A valid driver's license.
- Must be available to work as scheduled, with some seasonal fluctuation, as needed

Preferred Qualifications and Experience

- Experience in animal husbandry preferred.
- Familiarity with organic and/or biodynamic field production.
- Relevant safety training certification is a plus.

- Basic computer skills and proficiency in Microsoft Office.
- Experience with operating a bobcat and tractor with various implements

Compensation

\$15 per hour.

Typical Working Conditions

The Food Forest Community Farmers will work outdoors in the food forest and vineyard. The positions requires the ability to move objects and vehicles as needed. There will be exposure to Southern California outside temperatures, chemicals used in the organic agricultural industry, and loud noises.

Essential Physical Tasks

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Continual walking, standing, climbing, stooping, bending, kneeling, reaching, lifting, cutting and carrying.

Equipment Used

Tractor, Bobcat, power tools.

Application Process

Please send résumés to jobs@coastalrootsfarm.org. In the subject line of the email, please state the position for which you are applying.

Coastal Roots Farm provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age, disability or genetics. In addition to federal law requirements, Coastal Roots Farm complies with applicable state and local laws governing nondiscrimination. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.