



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

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

Position Overview

Coastal Roots Farm is seeking temporary, part-time Community Farmers to support the development and maintenance of our five-acre vegetable production fields. Community Farmers will work alongside our Vegetable Production Coordinator to assist in all aspects of farming, including greenhouse propagation, field preparation, transplanting, direct seeding, cultivation, harvesting and post-harvest handling.

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 farm stand, 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 not limited to, the following:

- Field preparation and maintenance
- Greenhouse propagation
- Planting food crops and landscape plants
- Harvesting, washing, and packing fresh produce
- Soil amendment applications
- Rodent trapping
- Organic pesticide applications
- Tractor and bobcat use
- Agricultural fabric applications to fields
- Trellis and plant support infrastructure set-up and removal
- General landscape maintenance and cleanliness
- Interaction with visitors and assistance with volunteers, as appropriate
- Occasional Farmstand staffing

Non-Essential Duties and Responsibilities

- Irrigation maintenance and construction, including sprinklers, drip, PVC, etc.
- Other duties, as assigned by supervisor, to support the development and maintenance of the entire farm including the food forest, vineyard, and animal pastures.

Required Qualifications and Experiences

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.

- One year of organic and/or biodynamic vegetable production experience.
- 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.
- Basic knowledge of agricultural equipment use and safety.
- Cooperative, service-oriented attitude and ability to work independently and take initiative, set priorities and see projects through to completion.

- Strong communication, 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.
- Basic computer skills and proficiency in Microsoft Office.
- Detail oriented
- A valid driver's license.

Preferred Qualifications and Experience

- Knowledge of basic crop production practices, including field preparation, irrigation, cultivation, pest control and harvest.
- Relevant safety training certification is a plus.
- Technical knowledge and familiarity with irrigation construction, troubleshooting, and repair.
- Knowledge of species and climate specific to Southern California.

Compensation

\$15 per hour

Typical Working Conditions

The Community Farmers will work outdoors. 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, dump trailer, dump truck, Kubota, produce van, pick-up truck, equipment rental

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.