

SUMMARY OF PRIMARY JOB FUNCTIONS

THE SUSTAINABLE AGRICULTURE PROGRAM (SAP) COORDINATOR MANAGES A FARM TEAM AT THE BROOKSDALE ENVIRONMENTAL CENTRE (BROOKSDALE) AND WORKS CLOSELY WITH OTHER A ROCHA PROGRAMS TO INSPIRE PEOPLE TOWARDS A CHRISTIAN ETHIC OF CARING FOR CREATION THROUGH ETHICAL AGRICULTURE. THIS ROLE WILL OVERSEE THE CSA FARM COORDINATOR TO GROW MIXED VEGETABLE CROPS FOR SALE PRIMARILY THROUGH A CSA PROGRAM, WITH A MIX OF DIRECT-SALES MARKETING, FARM STAND, NON-PROFIT GRANT SUBSIDIES AND RESTAURANT SALES. IN ADDITION TO PRACTICAL FARM OPERATIONS, THIS ROLE INVOLVES DEVELOPING INITIATIVES TO EDUCATE PEOPLE IN SUSTAINABLE AGRICULTURE THROUGH WIDER A ROCHA PROGRAMS AND COMMUNICATIONS. THE SAP COORDINATOR PARTICIPATES IN THE TRAINING AND SUPERVISION OF SEASONAL STAFF, INTERNS AND VOLUNTEERS. THIS IS A TWO-YEAR POSITION, IN A FULL-TIME CAPACITY, REPORTING TO THE BROOKSDALE PROGRAM OPERATIONS MANAGER.

The Sustainable Agriculture Program at Brooksdale has the following goals:

- A) To connect the growing community across Canada connected to A Rocha, and local communities to the sources of their food and farmers, and inspire them to make choices towards the flourishing of people and places.
- B) To be a “living classroom” of sustainable agriculture rooted in a Christian vision of creation stewardship for A Rocha Brooksdale participants: visitors, guests, schools and education programming, and event audiences.
- C) To cultivate direct experience with local sustainable agriculture for the Brooksdale community, producing food for daily meals and events at the Brooksdale Environmental Centre.
- D) To oversee the training and mentoring of 10-15 Sustainable Agriculture Interns and/or seasonal staff per year in small-scale organic farming with a foundation in Christian values and ethics as it relates to care of human and non-human communities.
- E) To lead a team managing a Community Shared Agriculture farm model in production from June to December (both summer and winter CSA seasons), and extend the sale of vegetables beyond the CSA model (markets, grant funded shares for non-profit local partners) in ways which meet the educational and conservation mission and vision of A Rocha Canada.
- F) To work closely with Brooksdale’s conservation, education, and hospitality teams to maximize the potential to transform participant experience towards a life long ethic of creation care.

A Rocha Canada Mission & Vision:

A Rocha is an international Christian organization which, inspired by God’s love, engages in scientific research, environmental education, community-based conservation projects and sustainable agriculture.

We envision the transformation of people and places by showing God’s love for all creation.

Restoring salmon habitat, training young scientists, inspiring school children, feeding low-income families – A Rocha is transforming people and places through hands-on conservation projects, environmental education programs and sustainable agriculture initiatives.

A Rocha’s Core Commitments - The “5 C’s”

Christian – Underlying all we do is our biblical faith in the living God, who made the world, loves it and entrusts it to the care of human society.

Conservation – We carry out research for the conservation and restoration of the natural world and run environmental education programs for people of all ages.

Community – Through our commitment to God, each other and the wider creation, we aim to develop good relationships both within the A Rocha family and in our local communities.

Cross-cultural – We draw on the insights and skills of people from diverse cultures, both locally and around the world.

Cooperation – We work in partnership with a wide variety of organizations and individuals who share our concerns for a sustainable world.

Key Relationships:

- Reports to *Brooksdale Program Operations Manager*
 - *Supervision of the CSA Farm Coordinator and his/her team*
- Key Internal Relationships
 - CSA Farm Coordinator
 - A Rocha Brooksdale Farm Team (staff, seasonal staff, volunteers, interns)
 - A Rocha Brooksdale Environmental Centre staff and Co-Directors
 - A Rocha Canada Staff
- External Relationships
 - Local farm, food security, sustainable agriculture, and conservation organizations
 - Major Donors, Foundations and Granting Agencies that support the program
 - CSA share holders, Market customers, Kingfisher Farm, Vendors, Restaurants*
 - Church, parachurch and other faith based organizations

- Generally, taking into account the seasonal nature of farming, the role is envisioned to be 60% focused on farm management and 40% focused on education and communication through training of participants/interns and sharing stories and resources with A Rocha's circle of influence (members, partners, events, conferences, blogs, etc)
- Overseeing the farm team that runs the CSA program, including but not limited to the following:
 - Managing the Sustainable Ag Program annual budget (with support and resources from management staff)
 - Involvement in crop planning, ordering, and planting
 - Crop production, including seeding, planting, weeding, irrigating, harvesting, post harvest processing and packing
 - The assembly of weekly CSA shares and communication with CSA members
 - Improve soil health through careful crop rotations, cover cropping, and organic amendments
 - Manage the development of infrastructure for farm operations (buildings, equipment, systems)
 - Oversee the organization, maintenance, and purchasing of tools and farm equipment
 - Keep careful production and sales records
- Oversee education and communication of Sustainable Agriculture's goals through:
 - Development of practical and theoretical training curriculum related to a Christian vision of land stewardship for Brooksdale residential interns, long term volunteers, retreat and event participants and online platforms.
 - Overseeing the teaching sessions of participants: direct teaching responsibilities and coordination of wider A Rocha team resources
 - Oversee training and supervision of volunteers: core volunteers (committed weekly), seasonal, monthly open volunteer day.
- Oversee integration of farm operation with Brooksdale Environmental Centre's hospitality and kitchen staff and help ensure regular use of farm surpluses in community meals
- Coordinate (with support from Brooksdale management staff) annual Harvest Celebration for general public (often the Saturday of Canadian Thanksgiving weekend).
- Participate in regular A Rocha community and/or centre events (includes occasional weekend work)
- Attend weekly A Rocha staff meetings ('team huddle') and contribute towards centre community life as appropriate depending upon seasonal work flow.
- Engage, cultivate and invite people to financially support the charitable vision, mission and priorities of A Rocha, and specifically the Sustainable Agriculture Program (refer to ARC's Relational Fundraising Movement Document).

- Agree with supervisor and/or Brooksdale Co-Directors on annual fundraising plan, activities, tasks, goals and targets.

QUALIFICATIONS

- Embodies A Rocha Canada's Commitments and Core Values
- Strong communication skills and demonstrated teaching experience to youth and adult audiences - both the 'how to's' of farming along with the 'why's' as it pertains to a Christian ethic of creation stewardship.
- Undergraduate degree in applicable area (science, education, agriculture, environmental studies, etc.)
- Minimum of 3 years in direct agricultural work, with preference to mixed vegetable production and sales
- Minimum of 2 years management and organizational leadership experience - able to work with Sustainable Agriculture Coordinator to plan and execute a farm plan from start to finish, as well as support the program through fiscal oversight: budgeting, income and expenses, fundraising through various means.
- Physically fit and able to lift up to 40 lbs
- Experience in training others to perform farm tasks
- Experience working with mixed experience volunteers and groups to achieve goals
- Competent in Microsoft and Google Suites, especially Excel and Google Sheets
- Ability to work long hours in all weather conditions
- Able to work extended hours in spring/summer and adjust schedule accordingly in winter months
- Experience with farm machinery and small motor mechanics an asset
- Valid Class 5 Drivers license (and Class 4 an asset)
- Criminal record search required

HOURS OF WORK

This is a Full-Time position (40 hrs/week). Farming is seasonal in nature, with hours in spring and summer always exceeding 40 hrs/week and less demand in winter, enabling the Sustainable Ag Program Coordinator to "bank" hours in the prime growing and harvest season and compensate with reduced hours in the 'off season'. Details will be provided, and worked out with your supervisor.

To apply for this position, please email David Anderson at david.anderson@arocha.ca with a cover letter, resume, and 3 references.