



## Ridge to Reef Farm is Hiring!

[Ridge to Reef Farm](#) is seeking experienced, reliable, hardworking, and dedicated individuals for leadership roles in our growing organic farm business. Below is a description for Farm Production Manager. Please see our website for other listings.

### **Organic Farm Production Manager in the Virgin Islands**

#### SHORT JOB DESCRIPTION:

Ridge to Reef Farm, St. Croix, is seeking a capable production leader or a couple who can lead organic production and expand our customer base for our weekly Farm Share/CSA and Farm to School sales. The manager will implement a production plan according to certified organic standards under direction of farm director while leading farm staff, work traders, and volunteers. As a subtropical farm, we have established orchard and perennial systems as well as the ability to grow most of the crops typical to temperate zone annual cropping regiments. Applicants should have strong references and more than 3 years of farming experience, at least 1 year of management experience, ability to operate relevant farm equipment, excellent communication skills, and basic computer skills. One year minimum contract (\$24,000 - \$36,000 base; up to \$42,000 w/bonus package for reaching sales increase targets). Please email [csa@ridge2reef.org](mailto:csa@ridge2reef.org) or call 340.514.0312 or visit [www.ridge2reef.org](http://www.ridge2reef.org) for full job description.

#### FULL JOB DESCRIPTION:

**Background:** Ridge to Reef Farm is seeking a capable production leader who can lead our current production and expand our customer base. The primary goal of this position is to increase food production for our Farm Share/CSA and Farm to School sales. As a subtropical farm, we have established orchard and perennial systems as well as growing most of the crops typical to temperate zone annual cropping regiments. After being heavily impacted by hurricane Maria in 2017, we have been repairing and improving our systems and capacity to better serve our island community. With a small crew of dedicated staff and volunteers and farm director as acting farm production manager, we relaunched our CSA for 40 weeks and have a lot of room for growth. Now we are ready to take it to the next level.

**Start Date:** August 15, 2022, OPEN UNTIL FILLED. 1-year minimum contract

**Application Deadline:** Rolling basis until filled.

**Compensation:** Pay scale is commensurate with experience, education, length of contract, and demonstrated ability manage employees/volunteers and increase production/revenue. Includes one-month farm management integration training period. Includes 2 weeks paid leave annually. On-farm residency package available. Potential for health insurance and performance-based bonuses. (\$24,000 - \$36,000 base; up to \$42,000 w/bonus package for reaching sales increase targets)

#### Roles & Responsibilities:

- Develop and implement a plan with Farm Director (who will be on paternity leave for most of the year) on a certified organic vegetable farm operation that includes servicing and expanding our existing Winter and Summer CSA, adhering to National Organic Plan (NOP) standards
- Hire and direct the management of contracted staff, farm apprentices and interns, work-trades and other volunteers
- Conduct and manage all production-related tractor work (including proper equipment storage and scheduled basic maintenance)
- Coordinate harvests, manage post-harvest handling and ensure product quality control (includes harvests for CSA, market stands, restaurant and special orders and farm events)
- Plant propagation, field prep, irrigation, planting, integrated pest management, cultivation, harvest, & packing.
- Coordinate produce deliveries (in conjunction with delivery driver)
- The use and basic maintenance of an entirely off-grid solar irrigation system of rain water catchment and wells
- Purchase farm supplies and seeds using farm account
- Maintain detailed farm records in compliance with organic certification requirements
- Lead crew to maintain a clean, safe, and organized work environment



- Report progress bi-weekly in manager/director meetings; communicate and coordinate regularly with Farm Director
- Participate in community/staff chores and clean-ups during non-visitor times; participate Weekly farm staff meetings (weekly)

Minimum Qualifications:

- 3-5 years farming experience
- Employee and volunteer management experience
- Commitment to organic agriculture and exposure to CSA model farming
- Ability to lift at least 50lbs and perform work outdoors in all weather conditions
- Self-starter
- Able to operate relatively easy CSA management software, printing, and communicate via internet
- Strong professional and/or academic references

Desired Qualifications:

- 1 or more years farm management experience
- A love for plants, nature, increasing food security, and organic farming
- Experience farming in the tropics, sub-tropics is a plus
- Experienced operation and basic maintenance of tractors and other farm equipment
- Excellent communication skills and familiarity with relevant technology
- Clean driving record, age 25 or older to drive farm vehicles (insurance)

TO APPLY

E-mail [CSA@ridge2reef.org](mailto:CSA@ridge2reef.org) with the subject line: "Ridge to Reef Farm Management Job Application." Please include a cover letter (including a brief description of your farming or management background), resume, the contact information for at least 3 references and answers to the following questions:

1. If selected, are you able to start on August 15, 2022? If not, when would you be able to start?
2. What is your preferred length of contract?
3. Why do you want this job and what do you want to gain from it?

About Ridge to Reef Farm and St. Croix:

For those applying from abroad or those not familiar with the current state of farming in the area, a brief contextual description: An estimated 99% of the food consumed on St. Croix is imported, yet the island is suited for agriculture with a rich agrarian heritage dating to pre-Columbian times. Fortunately, recent advances in the local food system including government, community, and consumer support have been made. We and other farmers believe that St. Croix, currently enjoying resurgence in small farming, has the potential to become a model for organic food production locally and globally. While it's small size (84 square miles) intensifies its problems, it also enables change at a rapid pace. We work diligently to be a part of that change for the better.

Ridge to Reef Farm, currently only USDA certified organic farm in the territory, is located in the relatively undeveloped and remote northwest quarter of St. Croix, U.S.V.I, (i.e., the "rain forest"). At our primary 100-acre site, 5-7 acres of land are currently in vegetable production; the remainder is a combination of orchards, pastures and forests. We also manage a nearby 30-acre historic mango orchard, and plan to expand production to additional satellite sites on the island with a mix of fruits and produce.



Since recovering from hurricane Maria, we now supply a 50 member CSA program and plan on increasing membership to 100 weekly shares. We provide a mix of fresh organic annual produce and tropical fruit, in addition to weekly market-stands and restaurant sales. The farm also hosts agritourism events, tours, farm-to-table guest chef donation dinners, farm stays, and educational workshops. In addition to produce, the farm has small herds of hair sheep and pigs for meat production.

There are a number of recreational possibilities at Ridge to Reef Farm, and the views of the countryside, rainforest, surrounding farms and ocean are rural, beautiful, and wild. There are hiking trails, dirt roads for walking/running (mostly hilly terrain), and the beautiful west end beaches of St. Croix, with opportunities for snorkelling, paddle boarding and diving. At 17 degrees latitude, we enjoy a semi-tropical climate with semi-defined rainy and dry seasons. More information about St. Croix can be found at <http://www.gotostcroix.com>.

Questions? Please call 340-514-0312 and leave message (we get poor reception here and check calls daily) or email [csa@ridge2reef.org](mailto:csa@ridge2reef.org).

Ridge to Reef Farm  
USDA Certified Organic