

Deep Medicine Circle

Te Kwe A'naa Warep Farm Field Manager Position

The Deep Medicine Circle (DMC) is a WOC-led nonprofit organization that is committed to healing the wounds of colonialism through food, medicine, story, restoration and learning. We are an organization made up of Indigenous and non-Indigenous people working together in radical solidarity to advance a culture of care. We center climate, economic, racial and health justice, through activities in farming, ecological restoration, land back, community organizing, arts and education. Our work is to Heal the Land and Feed the People.

The DMC's Farming is Medicine Program reframes farming as an act of care of the land and the people. At the Te Kwe A'naa Warep (TKAW) farm in Ramaytush territory, we are working with Indigenous community members on returning land back, asserting the role of farmers as stewards of health through practices that enhance ecology and grow a diversity of nutrient-dense foods. We liberate the food we grow from the market economy to distribute to BIPOC and poor communities oppressed by hunger in the San Francisco Bay Area.

The food from TKAW is delivered weekly to Booker T Washington Community Center, the Tenderloin Neighborhood Development Corporation (TNDC)'s Kain Na Food Hub, the American Indian Cultural District (AICD) and the Latino Task Force and other partners for distribution. This farm is also an active incubator and training site for the growing urban agroecological movement and a place where healthcare workers learn alongside farmers.

Job Description: The Te Kwe A'naa Warep Farm Field Manager (TKAW) is an exempt management position who reports directly to the Director of Agroecology and Land Stewardship as a direct supervisor and the Executive Director for the Farming is Medicine Program. The Field Manager collaborates with the Harvest Manager, Greenhouse Manager and Director of Agroecology to ensure all farm management and land stewardship duties are covered at the TKAW site.

Responsibilities include the development and enacting of the TKAW crop plan, with a focus on the duties and responsibilities of field production management and support of the farm harvest manager and greenhouse manager. The primary duties of the farm field manager include but are not limited to crop planning, soil fertility management, field preparation and management, soil testing and amendments, planting, weeding, cultivation, irrigation, staff oversight, documentation of all field work and crop production from greenhouse to harvest. This job will also work with the TKAW Farm Harvest Manager and Greenhouse manager in, seed starting, propagation, harvesting, washing and packing, seed collection, volunteer coordination and DMC staff oversight. The farm field manager will also support and participate in tours, education and training activities to

share the Farming is Medicine work to the broader community through DMC programming.

Responsibilities:

- Oversight of Field production activities including prepping beds, preparing crop plan, updating crop plan and weekly white board accordingly, creating a daily and weekly plan/priorities, gathering tools and directing tasks specific to bed and field management
- Weekly direct seeding of crop succession
- Field Cultivation and Weeding, creating priorities for cultivation, determining correct cultivation tools, overseeing tasks and delegation of priorities of cultivation and flame weeding
- Pest management - Identifying pest pressure and monitoring and remedies
- Managing overall Soil Health with appropriate amendments/fertilizers, brewing compost teas, taking basic soil tests and adjusting irrigation accordingly
- Overseeing and managing on-site compost piles, monitoring temperatures, turning and sifting for use on the beds for plantings.
- Assist with training new farm staff and interns
- Coordination, delegation and planning with farm crew on daily tasks
- Coordination and supporting educational programs with apprentices, interns, fellows and volunteers in partnership with other Farm Managers, Director of Agroecology and Executive Director
- Ordering compost and other fertilizers as needed and keeping up to date with documentation for CCOF
- Managing fieldwork specific supplies for the farm - Keeping inventory of items, purchasing, picking up orders - asset expense and supplies expense record keeping
- Certification Record Keeping - Organic certification records from Greenhouse to Harvest in collaboration with other TKAW farm managers and Director of Agroecology and Land Stewardship
- Ensuring all supplies for their work (tools, amendments, mulch) adequately stocked
- Scheduling rentals, repairs, maintenance and replacement of needed equipment and machinery
- Helping in keeping the farm organized and clean with minimal waste, both in physical and paper form.
- Documenting and keeping track of your hours of work at the site, inputs and other record keeping via Farmer Kat app/online documentation software for data tracking and information as needed for organic certification
- Ensuring staff, volunteers and interns under your supervision adhere to health and safety regulations
- Document as needed the work being done in photo, video and written form
- Help build professional networks and represent the values of DMC around advancing a culture and politics of care

- Present and articulate the purpose and vision of the work that the DMC is doing around Farming is Medicine
- Participate in weekend coverage rotation for goat care and greenhouse duty
- Attend monthly Full Circle and participate in storytelling. Attend monthly Worker Circle meetings, communicating all relevant information to farm crew..
- Daily journaling of personal experiences in the work
- Shared responsibilities in land stewardship (ex, mitigating weed pressure), facilities oversight (ex, trash, internet) and animal care (ex, feeding cats, goats) in collaboration with other Farm Managers and Director of Agroecology
- Other responsibilities as assigned

Requirements:

Bachelor's degree in Agricultural, Ecology or Environmental Sciences or equivalent lifetime experience (4 yrs). Minimum of four years of market production experience. Proficient in managing spreadsheets, Excel, google sheets for crop planning and budgeting. Strong written and oral skills, with experience in report writing necessary. Ability to present farm programs and activities in MS word, Google docs and PowerPoint format to farmers and local staff. Familiarity with google drive and calendar. Bilingual in Spanish is strongly desired. Ecological consciousness and alignment with Indigenous/Earth-based ecofeminist perspectives are critical. Political education in the impacts of racism/ableism/sexism and decolonization is desired. Be able to communicate adhering to nonviolent communication principles. Work experience in diverse environments is highly desirable.

Compensation and Hours: 100% FTE \$70,000-\$80,000/year salaried, DOE

Housing: Housing is negotiable.

Start Date and Timeline: Flexible

Required and Additional Benefits: PTO, PSL, healthcare benefits, 401K, workers' compensation, unemployment insurance, annual gear stipend, annual professional development stipend.

To Apply: Please email DMC Hiring Team at deepmedicinecircle@gmail.com with:

Subject line: Farm Crew Application (Your Name)

Cover letter detailing your interest in the position

Resume

Three references, work- or farm-related, with current phone numbers and emails