



Job Description -

Solutions Farms

Farm Systems Technician & Grower

Intro

Solutions Farms is a state-of-the-art aquaponics farm located in Vista, CA. It's a social enterprise that gives its proceeds to Solutions for Change, a non-profit organization who's mission is to solve family homelessness.

The farm provides 3 major functions: 1) It provides high quality, 100% organic lettuce and produce to the local community, 2) It serves as a work development program for previously homeless individuals who are on a path of recovery and empowerment to re-enter the workforce, and 3) Provides revenue to fund the homeless families during their education at Solutions University, the 1000-Day transformation program at Solutions for Change.

Job Summary

The Farm Systems Manager & Grower is an opportunity to join a world-changing team at a state-of-the art aquaponics farm.

The position combines 2 areas. The first is farm systems management of hydroponics and aquaculture. The second is the role of grower, or agronomist.

The Farms Systems Technician & Grower works closely with and reports to the Farm Director, Farm Operations Manager, and Workforce and Production Manager.

The Farm Systems Technician part of the position involves the hydroponics system in our greenhouse and aquaculture system in our fish room.

This part of the position is responsible for management, maintenance, and control of systems operations such as RAS (Recirculating Aquaculture Systems) and our hydroponics systems (NTF channels, and all hydroponic systems). Fixing, maintaining, and optimizing our systems pumps, reservoirs, filters, NTF channels, etc. will all be a part of the position.

The Grower/Agronomist part of the position is responsible for the schedule, production, growth, optimization, health, and harvest of the lettuce and produce of the farm, as well as keeping the farm in compliance with our organic certification.

Starting Pay \$20 to \$25 based on experience

40 Hours per week

BENEFITS: We offer a comprehensive package that includes Medical, Vision, Life and Dental insurance, 403(b) Retirement, Holidays, and Paid Time Off (Sick-leave & Vacation).

Essential Functions of Farm Systems and Grow Technician

- Design and implement systems to efficiently manage and optimize farm production
- Inspect farm building and equipment, making sure routine maintenance is carried out and repairs made when necessary.
- Buyer of farm resources (fish food, organic OMRI sprays, worm castings, equipment, etc.)
- Propose creative solutions to farming problems
- Work closely with our Farm Production and Work Development Manager to produce the highest quality product
- Conduct and manage all field preparations
- Follow and document planting plan
- Generate accurate crop survey and crop forecast
- Supervise crop harvesting
- Helps Farm Director compile KPI reporting data
- Help in quality control
- Implement growing and quality standards
- Implement and manage human and food safety policies and practices for all employees and third parties
- Develop category specific information on spend, supplier performance, compliance, standards and specifications and industry benchmarks
- Become proficient in processing of harvest which includes stripping, cleaning and storing of bud as well as distilling.

- Comply with all safety and organic certification requirements
- Maintain farm data for analysis
- Send to lab water and plant tissue samples to be analyzed for nutrients
- Train and supervise staff and ERT (Employee Readiness Training) labor
- Maintains proper records
- Seek and attend local or online training for continuing education to grow professionally and add knowledge for the staff

Job Requirements

- 1-year farm management and maintenance with small-scale agriculture and/or aquaponics experience.
- Mechanical knowledge and agricultural equipment and tools expertise
- Ability to prepare written reports with data/metrics
- Ability to manage assets - equipment, labor
- Ability to budget, program, manage, schedule
- Results oriented manager
- Ability to interact successfully with employees
- Ability to plan ahead and to look at the whole picture

Responsibilities Farm

- Responsible to optimize production of lettuce / produce and fish
- Make sure lettuce / produce is well cared for which includes keeping them in good health through seasonal challenges (white powdery mildew, root rot, insects and pests)
- Make sure NFT channels are in good shape
- Manage the harvesting production in partnership with our Farm Production and Work Development Manager

- Perform and/or oversee any needed maintenance of the entire farm (25,000 square foot greenhouse and fish room, a display room, and our entire 2.1 acre property.)
- Purchase related supplies
- Managing farm employees, which includes keeping up on employment regulations
- Interacting with directors, supervisors, managers, ERT staff, volunteers and other workers
- Occasionally giving farm tours to onsite guests
- Helping to film SOP training videos and writing down checklists and procedures
- Providing weekly plan of farming and schedule of activities
- Help with special events
- Meet with supervisor to plan crop development as needed
- Prioritizing goals and objectives and meeting with Farm Director on a regular basis

Authority

- Will have budget to use in purchasing supplies but needs to be approved by Farm Director.
- Any major decisions or changes need to be cleared and approved by Farm Director.

Hours and Work Days

30-40 hours per week.

Two days off each week.

Compensation

- Hourly rate starts at \$20 and increases with experience and training.
- Health and safety are important and it is expected that due diligence of personal and other staff health and safety will be attended to.
- Self-development is important for both individuals and the company, staff will take advantage of training and continuing education opportunities

Person profile - Farm Systems Technician & Grower

Personality: Self-driven, results-oriented with a positive outlook, and a clear focus on high quality and appropriate use of resources. Commitment to organic farm methods is required.

Personal Situation: Must be mature and domestically secure. Able to commute reliably and must be on time. Able to work extended hours on occasions when required. Must have clean or near clean driving license.

Specific Job Skills: Able to use and maintain farm equipment (pumps, meters, filters, drain lines, etc.) and tools. Be physically fit enough to perform the job. Able to communicate well.