

Job Title: Production Manager

Reports to: Owner

Status: Salary, bi-weekly payments

Schedule: Seasonal; approximately 35-55 hours/week March to December with possibility of extension/year-round work

Start date: March-Aprill 2024

Location: Krestova, BC (main), Shoreacres, BC (secondary sites)

Compensation: \$45,000.00 annual yearly salary in line with experience and qualifications

Benefits: Outlined below

About LLF

Linden Lane Farms is a certified organic market garden farm and nursery located a the southern end of the Slocan Valley in British Columbia. Established in 2012, the farm currently grows approximately 9 acres of vegetables, small fruits, plants and flowers across three locations. The main farm site and greenhouses is located in Krestova, with two additional farm leases in Shoreacres. The farm supports customers from Nelson, Castlegar and surrounding communities through the on-site farm stand, three weekly farmers markets, and wholesale distribution channels. LLF takes pride in utilizing a blend of modern and traditional practices to focus on soil health and agronomy to make healthy growing and eating easier for the community.

Linden Lane is owned by Matthew Carr A.Ag., with day-to-day operations overseen by a team of experienced managers and leads. The team consists of 5 to 14 employees, depending on the time of the season, who are interested in agriculture and local food production!

Position Summary

Production Manager is one of the most important management positions on the farm uniting daily operations with sales/marketing management. We have opened this position to secure a candidate that would be interested in developing their skills in a career in agriclutlure. This is a rewarding outdoor job responsible for all aspects of farm management and scheduling. This position will gain experience in field, greenhouse, pack shed and office. This position will require a full-season (10-month) commitment by the candidate.

The production manager is responsible for maintaining daily operations and targets set by the ownership and management crew. They are involved in decision making such as crop harvest estimating, employee scheduling, IPM applications, sales projections for the different accounts, food safety requirements and daily human resources. While we do our best to be ergonomic, farm work still involves long hours spent standing, bending, squatting and kneeling in all weather conditions while carrying out repetitive tasks.

The successful candidate will have a keen interest in farming and on-farm work experience. You are a self-motivated, results-oriented person with a positive attitude who can effectively communicate and work comfortably in a fast-paced farm environment. You enjoy being outside, working as part of a team and performing a variety of farm-related tasks.

Job Duties

Tasks include but are not limited to:

- **Production Work:** Seeding, transplanting, weeding and crop care (irrigation, pruning, trellising, etc.) using tools, small equipment and by hand
- **Harvest & Pack Shed Work:** Harvesting efficiently, safely and consistently, rinsing, bunching and packaging products, cleaning and sanitizing harvest containers and tools
- **Administrative Work:** Recordkeeping, scheduling and management
- Adhering to farm protocols and policies, which include food safety, farm safety, organic certification, and animal welfare standards
- Communicating with other Managers daily regarding work needs
- Attending farmer's markets when needed
- Other farm duties as required

Preferred Qualifications

- Prior organic vegetable experience is preferred but not required
- Physically fit; able to bend for long periods of time, lift items up to 20kg
- Strong work ethic and positive attitude throughout long days of physical, repetitive work in all weather conditions
- Able to take direction, learn quickly, ask for help and clarity as needed, and accept and act on constructive feedback
- Ability to work well in both a group setting and independently
- Takes initiative and pays attention to detail and quality
- Able to work in all weather conditions (rain, sun, or snow)
- Flexible; able to adapt to shifting priorities and conditions and help out where needed including extended hours and weekend/holiday work
- Valid class 5 driver's license with clean driving records required (will be added to commercial vehicle insurance)
- Basic English language required

Additional Details

- Monday to Friday schedule with occasional work on Saturdays/Sundays if needed.
- Typical 8-hour day starts at 7:00am-4:30pm with occasionally longer days: start time may shift earlier or later depending on weather and other factors. Standard 30-min unpaid lunch break.
- 3-month standard probationary period for new employees
- This is a position for development; priority will be given to candidates who are interested growing with our farm in the coming years and willing to make a 2+ year commitment

Benefits

- Vacation pay (4%) included each pay period
- Access to free farm produce "seconds" and 15% staff discounts on farm stand/market products
- Access to farm library resources and ongoing training and professional development
- Fuel reimbursement for reasonable travel between site locations in personal vehicles when required
- Extended health benefits package, including medical, dental and vision coverage

To Apply

Please email job package (cover letter and resume) to info@lindenlanefarms.ca with "Position title: Your Name" in subject. Include in your cover letter; your passion for agriculture, what you are hoping to learn/achieve and how you fit this position. Please include contact details for at least two professional references, (they will not be contacted without your permission). *If you are interested in other open positions, please submit one application and indicate interested positions in your email.*

Applications will be reviewed as they're received, so we encourage interested applicants to apply as soon as possible.

Positions remain open until filled. All qualified individuals are encouraged to apply.

While we invite all applications, only those selected for an interview may be contacted.