



JOB POSTING

POSITION/TITLE:	Farm Manager
DEPARTMENT:	Administration
SUPERVISOR:	Maintenance Manager
TERM:	Full-time (35 hours/week)

SimpCW First Nation is seeking an experienced and motivated Farm Manager to lead the daily operations and continued development of the Simpcw Farm Program. The Farm Manager will support the implementation of Simpcw's Farm Plan, with a focus on food sovereignty, sustainable food production, responsible land stewardship, and the effective management of farm operations.

This is a hands-on management position that combines agricultural planning and supervision with direct involvement in farm activities. The position will oversee crop and forage production, hothouse operations, sustainable agricultural practices, livestock activities where applicable, farm infrastructure and equipment, employees, budgets, and operational planning.

Nature & Scope of Work

The successful candidate will plan, coordinate, and oversee daily and seasonal farm operations. The role is responsible for supporting the development of the Simpcw Farm Program and implementing agricultural activities that increase local food production and support Simpcw's food sovereignty objectives.

The Farm Manager will oversee agricultural production, hothouse operations, seed saving, composting and soil health, livestock and forage activities, equipment and infrastructure, employees and contractors, and farm operating plans and budgets. The position will also identify funding opportunities and support proposal development for agricultural and food sovereignty initiatives.

Duties and Responsibilities

- Lead the planning and implementation of the Simpcw Food Hub, including coordinating Farm production with food processing, storage, distribution, and other food sovereignty initiatives.
- Plan, organize, and oversee daily and seasonal farm operations
- Support the implementation and ongoing development of the Simpcw Farm Plan
- Develop annual agricultural production and operating plans
- Plan and oversee vegetable, crop, forage, hay, and other food production
- Manage hothouse and greenhouse operations, including propagation, planting, irrigation, and seasonal production
- Develop and maintain seed-saving, composting, and soil-building practices
- Implement sustainable agricultural practices related to soil health, crop rotation, irrigation, water conservation, and pest management
- Oversee livestock care, feeding, grazing, health, and related pasture and forage management, where applicable
- Operate and oversee the safe use and maintenance of farm machinery, vehicles, tools, and equipment
- Oversee farm infrastructure, including hothouses, irrigation and water systems, fencing, buildings, roads, and storage areas
- Manage agricultural supplies, seed, feed, fuel, parts, and other operational inventory
- Supervise farm employees, seasonal workers, and contractors
- Support practical agricultural training and skills development for Simpcw members and employees
- Prepare and monitor annual farm operating plans and budgets
- Maintain accurate production, inventory, equipment, maintenance, and other operational records
- Identify operational improvements, equipment requirements, and infrastructure priorities
- Identify funding opportunities and prepare or support grant applications and funding proposals related to agriculture, food sovereignty, infrastructure, equipment, and training
- Ensure farm activities are carried out safely and in accordance with applicable legislation, WorkSafeBC requirements, and Simpcw policies
- Provide regular operational updates and reports to management
- Perform other related duties as assigned

Qualifications

- Five years of progressively responsible practical experience in farming, ranching, horticulture, or agricultural operations is preferred
- Diploma, certificate, or degree in agriculture, horticulture, sustainable agriculture, ranch management, agribusiness, or a related field is an asset
- An equivalent combination of practical experience, education, and training will be considered
- Valid BC Driver's Licence is required
- Occupational First Aid and other relevant agricultural certifications are considered assets
- Knowledge of the Simpcw community and culture is considered an asset

Experience

- Five years of progressively responsible experience in farming, ranching, horticulture, food production, or related agricultural operations is preferred
- Experience developing or implementing a food hub, community food program, food processing/distribution initiative, or similar food-system project is considered an asset.
- Experience coordinating farm operations and supervising employees, seasonal workers, or contractors
- Practical experience with crop production, sustainable agriculture, and farm equipment
- Experience with hothouse/greenhouse production, livestock, pasture and forage management, or diversified farming is an asset
- Experience with budgeting, record keeping, grant applications, or funding proposals is an asset

Skills and Abilities

- Strong knowledge of practical farm operations and sustainable agricultural practices
- Strong organizational, leadership, and problem-solving skills
- Ability to plan and coordinate seasonal agricultural activities and competing priorities
- Ability to supervise, train, and work effectively with employees and seasonal workers
- Ability to safely operate and maintain farm tools, equipment, and machinery
- Ability to maintain accurate records and prepare clear reports and funding proposals
- Good communication and interpersonal skills
- Ability to work independently and perform physically demanding work in varying weather conditions
- Commitment to food sovereignty, sustainable agriculture, and responsible land stewardship

Working Conditions

This position involves both indoor and outdoor work in varying weather conditions and includes work in farm fields, hothouses/greenhouses, agricultural buildings, and other farm environments. The position is physically active and may require standing, walking, lifting, bending, operating equipment, and working around livestock for extended periods.

Seasonal agricultural requirements may occasionally require early mornings, evenings, weekends, or extended hours.

Hours of Work

Normal hours of work are Monday to Friday, 8:00 a.m. to 4:00 p.m. Due to the seasonal nature of agricultural operations, flexibility in working hours is required. Early mornings, evenings, weekends, or extended hours may occasionally be required during planting, harvesting, livestock activities, emergencies, or other operational needs.

Pay Range

\$60,000 to \$80,000 per year, based on qualifications and experience.

Submit Applications To

Please submit a cover letter and resume demonstrating your qualifications and experience to:
employment@simpcw.com.

This posting may remain open until the position is filled. Only those selected for an interview will be contacted. Preference will be given to persons of Simpcw or Aboriginal ancestry as per Section 16 (1) of the *Canadian Human Rights Act*. Appointment to this position will require a formal criminal record check, the details of which may preclude an offer of employment being finalized.