



Organizational Overview

The SUSU commUNITY Farm is a Afro Indigenous stewarded farm and land based healing center in Southern Vermont. SUSU's culture is deeply rooted in the principles of change, small scale building, emergence, embodied accountability, responsibility, kindness, and hard work. We are committed to working through and taking responsibility for our own trauma and survival strategies, naming, and being conscious of them in collective spaces and treating each other with honesty, respect, integrity, and using generative conflict and tension holding practices to resolve and move through disagreements to name what is so and navigate tension. We are committed to bringing up tensions, concerns, curiosities, and questions in a thoughtful, kind, and direct manner that centers radical honesty and authenticity. We are inspired by communal kinship networks and ways of being. We are in the process of establishing a caring culture of thoughtful commUNITY that centers a culture of abundance, generosity, and views each member as part of an interconnected kinship network web. Our culture centers learning and growing from and with each other, skill sharing, food sharing, abundance sharing and showing up for each other with deep love, reverence, and connection. We are committed to centering commUNITY over personhood and working together to center our relationship and culture over policy. Our culture is all about staying committed to our relationships with each other, seeing conflict as generative-something that brings us closer into deeper relationship rather than polarize us and that centers making sure every member of our commUNITY can show up authentically in commUNITY, especially our youngest members. Understanding that a key aspect of our team culture is creating spaces where all beings can thrive, where we have the space, support, and safety needed to imagine impossible futures, and where we share the load of our collective work and our responsibilities with each other.

SUSU is a 1 year old organization. All staff coming into our organization should realize that you are coming into a space that is in active process of evolving and becoming SUSU. Initial members should understand that they are not coming into a fully formed organization and that you would be part of the creative process of development and see our work as living and changing.

Mission & Programs

The SUSU commUNITY Farm is a Afro Indigenous stewarded farm and land based healing center in Southern Vermont that elevates Vermont's land and foodways. We do this by co-creating a life affirming and culturally relevant platform for Black, Indigenous, People of color, youth, under resourced folx, and allies to thrive and experience safety and connection while beginning to develop the tools and agency to heal from the trauma of colonization. Through collective commUNITY we aspire to co-create an equitable and just culture for the global majority to thrive in Vermont that centers access to safe and affirming food, commUNITY, and job opportunities. SUSU commUNITY Farm creates health equity by offering culturally relevant spaces that center earth based and afro-indigenous health and healing traditions as well as reclaiming and centering the wisdom, stories, and legacies of our ancestors.

Please view our website to familiarize yourself with our [programs](#)

Job Description

This is a hybrid job with Administrative duties that can be done remotely and Farm management duties during the season in person. The Farm Director is a part of the SUSU leadership team and will have roles and responsibilities that include:

- The Farm director reports to the Collaborative Directors and works closely with the fundraising team, and the farming team they manage. We are also currently fiscally sponsored by the Retreat Farm in Brattleboro, Vt. The Farm director will also be in regular communication with the farming department of the Retreat Farm. While under fiscal sponsorship we work under the policies and benefits of the Retreat Farm and will transition to our own employee offerings projected 2023 when we hope to become a 501(c)3 non profit organization
- Create and carry out an annual farm plan that meets the needs of SUSU's multiple programs and constituencies. The plan should include at a minimum:
 - Annual Farm Budget
 - Crop Production Plan
 - Help to develop and establish the structure of the Farm and farm team at SUSU
 - Farm products and sales distribution plan (in future years)
 - Afroindigenous permaculture Farm and landscape design plan (in collaboration with ED's and permaculture consultants)
 - Farm maintenance plan
 - Farm Related Programs plan

- Farm staffing plan, including volunteer and intern program plans
- Managing CSA farm days and helping with box packing & harvesting on CSA days
- Maintain processes and procedures that ensure the health and safety of farm employees
- Employ best practices with regard to the safety of food from the farm
- Follow organic/natural holistic recommendations and emphasize overall sustainability (SUSU is not certified organic)
- Ensure that all daily farm-related tasks are completed including placing seed orders, daily planting, weeding, harvesting, irrigating, soil amending and making soil ferments, and general maintenance
- Coordinate and oversee the distribution of farm production to end-users
- Manage AfroIndigenous soil building practices, compost, maintain and help to create and design garden infrastructure (irrigation, fences, tool repair)
- Help to design all farm systems (wash pack station, farm stand, green houses, agroforestry landscapes)
- Coordinate daily care for farm animals (in the future)

Volunteer, Students, Interns, Workforce development

- Train and direct students, volunteers, farm staff, and interns in doing the work of the farm
- Offer and lead and teach community in ritual, ceremony, and sacrifice, harvesting rituals, working with and connecting with plants, and earth honoring practice
- Lead community members, groups, youth, small children and people of all ages in contributing to the work of the farm

Educational and Farm Programs

- Build and establish relationships with local schools and teachers to offer on site and at schools afroindigenous farm based programs
- Develop and implement farm, agroforestry, afroindigenous, food justice related training and educational programs for youth and community members that also incorporate afroindigenous spiritual practice and land reverence
- Facilitate the use of farm by community programs
- Help develop trauma conscious programs for youth in our community to connect back with the land and heal through generational and land based trauma
- Work with and mentor youth from a trauma conscious lens

Special Events

- Participate in planning and provide produce as needed for special events
- Work closely with the farm team and Ed's to provide and design meals for annual fundraisers
- Develop strategy for, Grow seedlings for, and manage annual seedling sale (future)

Spiritual

- Lead and guide harvesting, planting, beginning and end of the year ritual and ceremony
- Use respective divination system to help make decisions about working with the land
- Lead ritual, ceremony, and sacrifice in respective tradition
- Center afroindigenous wisdom and practice in design and implementation of the farm

General Management

- Attend weekly leadership and team meetings, participate in all leadership activities
- Develop annual goals and budgets for the operation of the farm and farm programs
- Prepare monthly reports on the status of the farm for the Board of directors
- Assist with raising funds, including helping with grants in support of the farm related programs and farm
- Represent SUSU and its land based afroindigenous programs at relevant conferences and events
- Participate in the hiring of all farm related staff
- Supervise all farm related staff
- Assist with organizational initiatives as required

Work Commitment

This is a full time, year-round position, the hours and days necessary to complete the job requirements are expected to vary with the season and cycles of work and needs on the farm. Work on weekend days will often be required during the growing season. Farm staff and volunteers will contribute to the work for the farm, but final responsibility for ensuring the work of the farm gets done rests with the farm director.

Qualifications & Compensation

Minimum qualifications for this position:

- Experience managing an organic farm (or non conventional farm), from annual planning and seed ordering to all aspects of caring for the farm through the growing season
- Experience with managing and implementing afroindigenous and or agroforestry, permaculture design and principles
- Experience with managing the distribution and sale of farm products (CSA,wholesale, farmer's markets, etc.)
- Experience with educating and supervising workers on the farm (Volunteers, youth, interns, staff, students)
- Strong skills in leading, supervising, and communicating with groups of youth, young kids, adults, people who have experienced racialized trauma
- Excellent administrative, communication, and organizational skills
- A strong work ethic and the ability to work independently with minimal oversight

- Experience with trauma informed and or trauma conscious practice (things like transformative justice, embodiment, somatics, or other trauma centered practices)
- Willingness to engage in tension holding and generative conflict practices
- Proficiency in Excel, Google docs, and Google drive
- Willingness and ability to work a flexible schedule including weekends
- Ability to lift 50 pounds
- Licensed driver with a vehicle
- Clean background
- Interest in working for an organization that is committed to dismantling systems of oppression, dreaming beyond our current circumstances, creating a liberated multiracial culture, incorporating african centered and afroindigenous spiritual and earth based practice into all aspects of work
- Experience working with Black, Indigenous, people of color, Latinx, LGBTQIA+, low income community members and with relevant life experience

Additional desirable skill areas:

- Ability to maintain and operate standard farm equipment (mowers, weed whackers, power tools, farming tools)
- Carpentry and fix it skills: skilled enough with tools and basic carpentry practices to build and fix various items around the farm
- Experience with trauma informed and trauma conscious practice, navigating and holding space for generative conflict
- Experience working with small livestock (chickens, sheep, goats, pigs)
- Bi-lingual in spanish and english
- Resident of Windham County or willingness and ability to relocate
- Experience in herbalism

Compensation:

- Starting at \$55,000 per year

People who do well at SUSU

- People who have a commitment to and alignment with Indigenous solidarity work and embodied practice.
- People who deeply enjoy dreaming beyond what currently is and into a possible future.
- People who value traditional ecological knowledge as science
- People who tend to gravitate towards the impossible and imagine in this space. People who want to be part of something that is always changing and transforming.
- People who are Initiated into or are regular practitioner's of an African-centered spiritual tradition.
- People who are self motivated and who can balance self and collective care with a strong work ethic.

- People who are committed to engaging in the slow process of working thru collective, intergenerational, and personal trauma in relation to our communal work.
- People who can hold discomfort, tension, and engage in feedback sessions and communal processing.
- People who are committed to multiracial and intergenerational community.
- People who value the earth, the land, and non human kin as sovereign beings.
- People who enjoy change, fluidity, and living documents and ways of being.
- People who understand the importance of Black feminist thought and Black femme leadership.
- People who are committed to and inspired by concepts like post activism and the work of people like Bayo Akomolafe, Adrenne Maree Brown, Alexis Pauline Gumbs, and others.
- People who are actively engaged in professional development and are willing and able to participate in workshops, trainings and seminars to improve their skills and stay current in their field or specialty.

To Apply

- Application deadline: **October 20th, 2021**
- Position Starts: As soon as filled

Email resume and cover letter describing why you were inspired to apply for this position and relevant experience to amber@sususcommunityfarm.org and Naomi@susucommunityfarm.org

*All employees subject to 3 month probationary period

SUSU commUNITY Farm is an equal opportunity employer no person shall be excluded from participation in, denied the benefits of, or otherwise discriminated against under any program, including employment, because of race, color, religious creed, sex, age, national origin, ancestry, marital status, civil union status, sexual orientation, gender identity, and past/present history of mental disorder, learning disability and physical disability.

We provide equal employment opportunities to all qualified individuals without regard to age, color, marital status, civil union status, national origin, disability, race, religion, sexual orientation, gender or gender identity in all personnel actions, including recruitment, evaluation, selection, daily interactions, promotion, compensation, training and termination.