



WHO WE ARE:

Re:Vision is a nonprofit organization based in Denver, Colorado, whose mission is to work with people in marginalized neighborhoods to develop leaders, cultivate community food systems, and grow a resilient local economy. Re:Vision was founded in 2007 and currently has a 20 person staff. Based in Denver, Re:Vision has built a nationally-acclaimed model for growing a food system in low-income communities, and aims to scale in other cities by 2017.

WHAT WE DO:

Re:Vision's three main programs come directly from the organization's mission. **Re:Unite** empowers residents in underserved urban neighborhoods to be the change makers in their communities. **Re:Farm** addresses the lack of healthy food in food-desert communities by creating community-driven food systems, which includes food production through backyard gardens and urban farms, neighborhood food distribution and education on nutrition and healthy cooking. Finally, **Re:Own** emphasizes growing a resilient locally-owned economy through entrepreneurial training, cooperative business incubation and capacity building.

FARM MANAGER:

As a key member of our team, the Farm Manager will be primarily responsible for the management, planning and oversight of Re:Vision's urban farms. This includes planning and managing all aspects of the farm, such as seed starting and plant propagation, soil building and creation, harvesting and packaging, farm staff management (including volunteer management) supply purchasing, and equipment repair. In close partnership with Re:Vision's Food System Coordinator, the Farm Manager will help plan for sales to customers through a CSA, an on-site market, and to local businesses and restaurants. Job activities will include heavy lifting and manual labor. The Farm Manager position requires a strong practical knowledge of agriculture skills and farm management, as well as broad understanding of community food security, and a passionate commitment to food justice.

KEY RESPONSIBILITIES AND DUTIES:

Responsibilities and Duties - Specific responsibilities for this position include:

Urban Farming:

- Work with staff to start a new 1/2 acre urban farm at Re:Vision's Food Hub.
- Ensure the proper maintenance of Re:Vision's two urban farms.
- Ensure all food production, harvesting, and handling follows proper food safety protocol.
- Seedling propagation and field cultivation.
- Compost operations.

- Integrated pest and weed management.
- Harvest farm products for market.
- Supervise greenhouse/hoop house operations.
- Inventory and replacement/repair of farm tools and equipment as needed.
- Work with Food System Coordinator to coordinate harvest and sales.
- Work with other farm and Re:Vision staff to periodically revise the farm business plan.

Volunteer Management:

- Supervise farm interns (paid and unpaid), volunteers, and community apprentices at farm sites.
- Develop and manage weekly labor schedules.
- Assist other staff to plan and implement educational activities for youth, and tours for the general public.

Planning and Reporting:

- Develop an annual farm plan and calendar cooperatively with other Re:Vision staff.
- Weigh and record production during harvest, track distribution.
- Write detailed review and evaluation reports about food production activities, successes, challenges, and recommendations for the following year.
- Lead operational planning for the following year relating to food production, community relations, and food distribution.

WHO WE ARE LOOKING FOR:

Working at Re:Vision has the feel of a small “start-up” company. It is a great place for motivated self-starters who have the following qualifications:

Required Qualifications

- High school degree with a minimum of 6 years related experience; 3-5 years organic vegetable production growing for market, CSA, and/or restaurant (at least \$2,000 gross sales).
- In-depth knowledge and demonstrated ability in organic growing practices.
- Comprehensive knowledge of soil fertility and health, compost production.
- Experience planning and managing farm production, including budgeting.
- Demonstrated ability in facilitating or instructing volunteers in farm skills, delegating tasks, ensuring tasks are completed to standards.
- Facilitation or teaching on food system issues.

Additional Preferred Qualifications

- Bachelors or Masters degree
- Bilingual Spanish/English
- Experience farming in Greenhouses and using other season extension practices.
- Knowledge of issues relating to local food, food access, and sustainable agriculture, and a genuine appreciation of the urban environment.

Personal Qualifications

- You are passionate about farming and love the appeal of urban agriculture.

- You know that success in farming comes down to careful planning, record keeping, and a lot of hard work.
- You rise before dawn to get an early start on the day.
- You have excellent communication skills and can effectively communicate with a diverse group of volunteers, interns, and staff;
- You are self-motivated, not afraid to take initiative, and are willing to go out of your comfort zone.
- Where others see barriers and obstacles, you see opportunities. You are an implementer that thrives on challenges and seeing the results of your hard work.
- You have the ability to work independently, as well as collaboratively with diverse groups.
- You plan and manage time effectively, demonstrate effective follow-through and attention to detail, and prioritize work tasks and assignments to meet established deadlines. Basically, you kick ass at managing a variety of important projects concurrently.
- You believe that work should be meaningful, not something that you do from 9 to 5 to earn a paycheck.
- Above all, you have a positive attitude and work for a greater purpose and meaning in life - and that translates into your passion for Re:Vision's mission.

OUR WORK ENVIRONMENT:

Most of our staff work normal business hours, with occasional night and weekend hours. Job requires that majority of hours are spent in the field/outside. Reliable transportation is a must. Our team is small but growing, and there are many opportunities for career advancement. Work is fast paced and one must be able to work under self-direction. Our community is vibrant and authentic. We value treating people like family and do everything that we can to provide the best workplace that we can offer.

COMPENSATION:

- **Job Status:** This is a seasonal, part-time (20 hours/week on average) hourly position
- **Reports to:** Director of Operations.
- **Supervises:** Interns, volunteers, community-farm apprentices
- **Wage:** \$15 - 17/hr DOE
- **Health & Wellness Stipend:** Up to \$50/month.
- **Flex Time:** Up to 45 hours flex time for vacation, personal time and sick time
- **Cell phone reimbursement:** Up to \$50/month (smart phones w/ email only).
- Use of company truck for farm work. Mileage reimbursement for use of personal vehicle when company vehicle is not available.

HOW TO APPLY:

STEP 1:

Please submit job application, cover letter and resume and to:

jobs@revision.coop

SUBJECT: Farm Manager

PLEASE NO PHONE CALLS. WE WILL NOT REVIEW APPLICATIONS SENT THROUGH THE MAIL.

STEP 2:

If you move forward, you can expect the following:

- 25 minute phone interview
- Multiple in-person interviews
- Reference and background check

STEP 3:

Application deadline is at midnight (MST) on Sunday, April 12th, 2015. Applications will be reviewed promptly interviews will be held the first two weeks of January. Expected start date will be on or near April 27th, 2015.

Re:Vision is an Equal Opportunity Employer. Employment opportunities are open to all qualified applicants solely on the basis of their job-related experience, knowledge, skills and abilities. Qualified applicants are considered for all positions for which they apply and for advancement without regard to race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status. Re:Vision complies with all applicable federal, state, and local laws with regard to equal opportunity employment.



CULTIVATING THRIVING, RESILIENT COMMUNITIES

INFO@REVISION.COOP / 720.465.9605 / REVISION.COOP / 3735 MORRISON ROAD DENVER, CO 80219

JOB APPLICATION



Name:	Phone Number:	Email Address:	
Address:	City:	State:	Zip:

EMPLOYMENT:

Position(s) applying for: _____

ARE YOU APPLYING FOR

Temporary Work (Summer or Holiday)? y n Regular part-time work? y n Regular full-time work? y n

AVAILABILITY

Number of hours per week: _____ If hired, on what date can you start working? _____

Salary desired: \$ _____ (hourly) (annual salary)

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Hours							

Have you ever applied to / worked for Re:Vision before? y n

If yes, please explain (include date): _____

Do you have any friends, relatives, or acquaintances working for Re:Vision? y n

If yes, state name and relationship: _____

If hired, would you have transportation to/from work? y n

Are you over the age of 18? y n

If hired, can you provide evidence of your U.S. citizenship or proof of your legal right to work in the United States? y n

Are you able to perform the essential functions of the job for which you are applying, either with/without reasonable accommodation? y n

If no, describe the functions that cannot be performed. _____

(Note: Re:Vision complies with all ADA regulations and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform job functions. It is possible that a hire may be tested on skill/ability and may be subject to a medical examination by a medical professional.)

Have you ever been convicted of a criminal offense (felony or misdemeanor)? y n

If yes, please describe the nature of the crime(s), when and where convicted and disposition of the case: _____

ADDITIONAL INFORMATION

Do you speak, write, or understand any foreign languages? y n

If yes, describe which language(s) and how fluent of a speaker you consider yourself to be. _____

Do you have any other experience, training, qualifications, or skills that you feel should be brought to our attention, in the case they make you especially suited to working with us? { } y { } n

If yes, please explain. _____

EDUCATION, TRAINING, EXPERIENCE

High School	Vocational	College/University	Graduate	Military
School Name	School Name	School Name	School Name	Branch
Address	Address	Address	Address	Rank in Military
City, State, Zip	City, State, Zip	City, State, Zip	City, State, Zip	Total years of service
No. of years completed	No. of years completed	No. of years completed	No. of years completed	Skills/Duties:
Did you graduate?	Did you graduate?	Did you graduate?	Did you graduate?	Related details:
Degree/Diploma earned	Degree/Diploma earned	Degree/Diploma earned	Degree/Diploma earned	

EMPLOYMENT HISTORY

Are you currently employed? { } y { } n If you are currently employed, may we contact your current employer? { } y { } n

Please describe past and present employment positions, dating back five years. Please account for periods of unemployment.
Even if you attached a resume, this section must be completed.

Name of Employer:	Name of Supervisor:	Telephone:
Business Type:	Address:	City, State, Zip
Length of Employment (Include Dates):	Position & Duties:	Reason for Leaving:
		May we contact this employer for references? { } y { } n
Name of Employer:	Name of Supervisor:	Telephone:
Business Type:	Address:	City, State, Zip
Length of Employment (Include Dates):	Position & Duties:	Reason for Leaving:
		May we contact this employer for references? { } y { } n
Name of Employer:	Name of Supervisor:	Telephone:
Business Type:	Address:	City, State, Zip

Length of Employment (Include Dates):	Position & Duties:	Reason for Leaving:
		May we contact this employer for references? { } y { } n
Name of Employer:	Name of Supervisor:	Telephone:
Business Type:	Address:	City, State, Zip
Length of Employment (Include Dates):	Position & Duties:	Reason for Leaving:
		May we contact this employer for references? { } y { } n

REFERENCES

List below three persons who have knowledge of your work experience within the last four years. Please include professional references only.

Name - First, Last:	Telephone Number	Occupation:	How do you know this reference?
Address:	City, State, Zip	Number of Years Acquainted:	

Name - First, Last:	Telephone Number	Occupation:	How do you know this reference?
Address:	City, State, Zip	Number of Years Acquainted:	

Name - First, Last:	Telephone Number	Occupation:	How do you know this reference?
Address:	City, State, Zip	Number of Years Acquainted:	

PLEASE READ AND INITIAL EACH PARAGRAPH, THEN SIGN BELOW

_____ I certify that I have not purposely withheld any information that might adversely affect my chances for hiring. I attest to the fact that the answers given by me are true and correct to the best of my knowledge and ability. I understand that any omission (including misstatement) of material fact on this application or on any document used to secure employment can be grounds for rejection of application or, if I am employed by Re:Vision, terms for my immediate termination from the company.

_____ I understand that if I am employed, my employment is not definite and can be terminated at any time, with or without prior notice.

_____ I permit Re:Vision to examine my references, record of employment, education, and other information I have provided. I authorize the references that I have listed to disclose any information related to my work record and my professional experience with them, without giving me prior notice of such disclosure. In addition, I release Re:Vision, my former employers and all other person, corporation, partnership, and association from any and all claims, demands or liability arising out of or in any way related to such examination or revelation.

Applicants Signature: _____ Date: _____

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RE:VISION WORKS WITH PEOPLE IN MARGINALIZED NEIGHBORHOODS TO DEVELOP LEADERS, CULTIVATE COMMUNITY FOOD SYSTEMS, AND GROW RESILIENT LOCAL ECONOMIES.

www.revision.coop