

# Overmarsh Farm Commons

## San Juan Island Grange #966

### Farm Manager Job Posting

San Juan Island Grange #966 is seeking a **Farm Manager** for the Overmarsh Farm Commons (OFC) project based on San Juan Island, Washington.

**Project Mission:** The San Juan Island Grange #966 has a five-year renewable lease, from the SJC Land Bank, on 40 acres off Roche Harbor Road now called Overmarsh Farm, as a place where San Juan Islanders work and learn together to grow food to feed themselves and the community, guided by the principles of regenerative agriculture. (For more information about the SJI Grange and OFC, go to [www.sanjuangrange.org](http://www.sanjuangrange.org).)

#### **Farm Manager Position Description:**

This is a calendar-year, contracted position averaging 12 - 15 hours per week, at a pay rate of \$30-37.50/hour, commensurate with experience. Work hours will vary, with some work on weekends, especially during the growing season. There is no “Grange Office”, so work will be performed remotely, onsite at OFC and at the Grange Hall. By mutual agreement, the weekly and annual hours will vary with the needs at Overmarsh and with the rhythm of the agricultural year, within budget parameters. The initial contract will begin at a mutually agreed start date and end on December 31, 2025. A mutually agreed upon long term contract is looked forward to following a first successful year. The Farm Manager meets with, reports to, and will be evaluated by, the OFC Steering Committee, who may designate a primary contact person. Final decisions regarding Grange contracts are negotiated by the Executive Committee and ratified by a member vote at a Grange meeting. The Farm Manager may eventually supervise other positions.

The ideal candidate for this position will demonstrate leadership skills, a collaborative working style, knowledge of regenerative agriculture and the local agricultural community, fundraising ability, organizational management skills and a job history which demonstrates all these abilities. The successful candidate will have a deep passion for addressing local food systems challenges through collaboration and will uphold the work of the Grange to create a food future that reflects resilience and sustainability.

#### **JOB DUTIES AND RESPONSIBILITIES**

##### **Leadership**

- Carry out the mission, goals and objectives of the Overmarsh Farm Commons project as described in our proposal. (Information is on the Grange Website: [www.sanjuangrange.org](http://www.sanjuangrange.org))
- Coordinate and communicate effectively with the OFC Steering Committee, operational managers, project participants, and other stakeholders.
- With the OFC Steering Committee, cultivate and maintain relationships with the SJC Conservation District, ag-related agencies in the county, Grange members and other project collaborators.
- With the Steering Committee, work with the SJC Land Bank to fulfill the obligations of the lease agreement and resolve lease-related issues.
- Liaise with project donor organizations (such as the SJI Community Foundation) and with private donors.
- Provide vision and resources to help OFC grow and develop new directions into the future.

## 2. Project Management

- Establish and maintain a visible, on-the-ground presence at OFC.
- Cultivate a team spirit of learning, open dialogue, respect, responsibility, and accountability.
- In partnership with the Steering Committee, coordinate work at OFC and oversee operational managers as needed.
- Ensure that the project complies with the policies, procedures, and protocols of the county and the Grange.
- Promote the safety and well-being of project participants and volunteers through effective communication with operational managers.
- Provide input for a monthly OFC report to the Grange.

## 3. Financial Oversight

- Work with the Steering Committee to create an annual budget.
- Ensure the fiscal integrity of the OFC Project and report financial standing to the Steering Committee monthly.
- Write grant applications and oversee grant management and reporting.
- Work closely on fundraising campaigns and donor outreach.

## Desired Personal and Professional Qualities

- A strong work ethic to match the demands of successful agricultural enterprises.
- Knowledge of the opportunities and challenges surrounding farming in the San Juan Islands.
- Successful, relevant management experience, in agriculture preferred.
- A history of generating and managing new revenue streams for an organization.
- Excellent interpersonal skills.
- Strong organizational, problem solving, and analytical skills.
- Strong written and oral communication skills.
- Grange membership or history of working with Granges.
- SJC residency required; San Juan Island strongly preferred.

Submit an email to Roger Ellison, SJI Grange President, at [sanjuangrange@gmail.com](mailto:sanjuangrange@gmail.com) with the title, “Job Application” and attach files containing: a) a letter of application and b) a complete work history resume with at least three references, both job supervisors and personal, **or** via post at: San Juan Grange #966, PO Box 2013, Friday Harbor, WA 98250. *Online submissions preferred.* Candidates who wish more information about the Grange and Overmarsh Farm Commons should visit the website [www.sanjuangrange.org](http://www.sanjuangrange.org). Bruce Robinson at [brobinson@rockisland](mailto:brobinson@rockisland) can be contacted with additional questions.

Application Deadline: March 21, 2025

The Interview Committee review applications: March 24, 2025.

Interviews March 26-28, 2025.

Expected Notification by April 3-4, 2025.