

Farmer Outreach Specialist

Mission: Cultivating environmentally sound, economically viable, community-focused farms and food systems

Position overview: Do you have experience with diversified vegetable production and a passion for supporting other farmers in growing sustainably? We're seeking a full-time Farmer Outreach Specialist to connect with and provide direct technical assistance to Pennsylvania growers, with a focus on urban farmers and growers in the western part of the state.

This position will also provide support and conduct site visits to farms participating in our [Diversified Vegetable Apprenticeship](#) and develop relationships with new apprentice candidates and potential mentor farmers.

This is a primarily remote position, filled by someone ideally located in Western Pa, with regular travel to apprenticeship sites throughout Pennsylvania, some in-office workdays, and quarterly in-person all-staff meetings. All employees are required to attend our annual Sustainable Agriculture Conference, which takes place each February in Lancaster, PA. Employee must comply with Pasa's remote employee policies. All staff are required to be vaccinated for COVID-19 within 30 days of hire. All staff are required to maintain COVID-19 booster shots as they become eligible.

Responsibilities

- Provide technical support to and increase technical connection between the 5 primary urban farming communities across the state, Pittsburgh, Philadelphia, Harrisburg, Reading, and Erie
- Technical assistance may include: Soil testing, remediation, and enhancement; high tunnel design and construction support; integrated pest management education; irrigation system design and installation support; harvest and post-harvest infrastructure design and installation
- Coordinate with Pasa's research team to be a resource for urban farmers in the Western PA to advise and provide data for strategic navigation to help farmers develop healthier, more productive and financially sustainable produce production
- Conduct outreach and recruitment activities to potential apprentices and mentor farmers
- Assess and evaluate host farms' qualifications to participate in apprenticeships
- Support farmer-apprentice pairs through monthly check-ins and other outreach, as needed

- Develop and administer educational programming that satisfies the apprenticeship’s related technical instruction requirements and/or meets the needs of mentor farmers
- Gather, process, and submit all relevant apprentice registration information to maintain program registration
- Support grant writing and reporting

Qualifications

- Practical farming experience
- Demonstrated connections with urban agriculture (preferably in Western, PA)
- Strong written and verbal communications skills
- Ability to efficiently listen, communicate and delegate farmer-apprentice relations
- Valid driver’s license
- Ability to drive 2+ hours at a time to visit apprentice sites

Preferred qualifications

- Experience working with youth and/or adult learners
- Knowledge of adult learning styles
- Experience facilitating communication between adults (including mediation training or experience)
- Proficiency with Google Workspace (Sheets, Docs, Drive, Gmail, etc.)
- A current or expired teaching license

Compensation: This is a full-time, salaried, exempt position with competitive benefits including paid holidays, paid time off, healthcare, a flexible schedule, and retirement match after six months. Annual compensation is negotiable: \$38,000-\$42,000, depending on skills and experience. This is a three year, grant-funded position with the likely possibility of continued funding. Mileage is reimbursed at the federal rate and a work computer is provided.

How to apply: We are committed to advancing diversity, equity, inclusion, and justice through our hiring practices. This entails reviewing application materials anonymously (without the applicant’s name exposed) to help prevent potential unconscious bias. Please remove your name and email address from your cover letter and resume. Please adhere to the following protocol when submitting your application materials:

- **Step 1:** [Complete this short questionnaire.](#)
- **Step 2:** After completing the above questionnaire, you will receive an applicant ID number. This number is unique to you and your application.
- **Step 3:** Name your resume as “[Applicant ID] Resume” (e.g. 123456 Resume). Please do not include any part of your name in the file name (e.g. don’t use “Doe 12345 Resume”).
- **Step 4:** Name your cover letter as “[Applicant ID] Cover Letter” (e.g. 12345 Cover Letter) Please do not include any part of your name in the file name (e.g. don’t use “Doe 12345 Cover Letter”).

- **Step 5:** Upload your resume and cover letter by following the instructions you receive after completing your questionnaire in Step 1. You will also be emailed an upload link.

Reminder: None of the application materials you submit should contain your name or email address.

Initial interviews will be conducted remotely via Zoom beginning August 15th. The anticipated start date for this position is early September. Questions can be directed to jobs@pasafarming.org.

Employee value statement

We are passionate about effectively advancing our mission. We value employees who:

- share our passion and can clearly communicate the value of our work to others;
- consider how we can do things smarter and more efficiently;
- anticipate and address roadblocks or other challenges;
- stay current on trends in the field;
- embrace and accommodate change; and
- continuously advance their knowledge and skills through professional development.

We strive to create a work culture that promotes both independence and collaboration.

We value employees who:

- are committed to fostering a connected, respectful, and responsive work environment, whether work is being conducted remotely or in person;
- exemplify honesty and integrity;
- possess excellent interpersonal skills;
- exercise good judgment and take initiative when needed; and
- can recognize when to ask others for advice, feedback, or support.

We take pride in the quality of our work. We value employees who:

- consider the big picture while paying close attention to accuracy and detail;
- can clearly and thoughtfully communicate in person and in writing;
- are highly organized; and
- thrive in a fast-paced, professional work environment.

We are an equal opportunity employer and encourage people of color; Indigenous people; LGBTQ+ people; veterans; people with disabilities; people who have been formerly incarcerated; and others who are underrepresented within the environmental nonprofit sector to apply.