



Organization: Cloud Mountain Farm Center / Sustainable Connections

Title: Farm Site Maintenance Manager

Primary Work Location: Cloud Mountain Farm Center, Everson WA

Term: Permanent, full time (40 hours), hourly, non-exempt

Physical attendance requirement (% of time on site): 100%

Reports to: Executive Director

Application deadline: January 3, 2025

Desired start: January 17, 2025

About us

[Cloud Mountain Farm Center](#) (CMFC) is an agricultural and horticultural non-profit located on 20 acres at the foot of Sumas Mountain. Our organic farm and nursery support our regional food system work as a whole, agricultural career education, and infrastructure and aggregation facilities and partnerships.

The farm's parent organization, [Sustainable Connections](#) (SC) advances a regenerative local economy that builds community, strengthens food systems, catalyzes climate solutions, and expands access to housing in NW Washington. SC is home to many programs including the Food & Farming Program, which specializes in market development and promotion of locally grown and produced food and manages the statewide Washington Food & Farm Finder (www.EatLocalFirst.org).

Summary

The Farm Site Maintenance Manager supports the CMFC staff with farm-wide protocols and procedures, including technical and mechanical expertise for operations and facilities maintenance and repairs.

Primary Responsibilities

- Maintain fleet, including maintenance of tractors and farm vehicles
- Manage assets, including inventory, acquisitions, and liquidation
- Conduct site and facility repairs and maintenance, including building and greenhouse upkeep, fence and irrigation repair, and vegetation management
- Maintain tools and equipment
- Coordinate maintenance and repairs with outside contractors when necessary
- Prioritize support requests and delegate tasks optimizing team capability and capacity
- Serve as a resource for equipment orientation and operation trainings

- Lead facility emergency and disaster response
- Landlord the Lawrence Road rental house: execute requested repairs and scheduled maintenance
- Utilize tractors, heavy equipment, and implements during day-to-day work

Required Skills & Qualifications

- Minimum of three years of experience with farm facilities and site maintenance
- Experience with operation and maintenance of hand and power tools and light equipment
- Ability and enthusiasm to teach others about equipment maintenance and operation
- Ability to independently assess mechanical, hydraulic, and electrical problems, bringing in external contractors when necessary
- Ability to work outdoors in variable weather and lift 50 lbs repeatedly

Compensation

The starting pay range for this position is from \$25 to \$27 per hour, depending on qualifications and experience. Benefits for first-year, regular, full-time employees (working 40hrs/week) include:

- 41 days of paid time off per year - 26 days of flexible PTO and 15 additional paid holidays
- An individual benefit of \$550 per month in lieu of health insurance benefits
- A flexible work schedule
- Budget to pursue professional development (ex: conference, coursework)
- Up to a 3% match SIMPLE IRA non-designated retirement plan
- 25% discount on nursery plant material at Cloud Mountain Farm Center
- 27.24% of employee's share of the Washington Paid Family & Medical Leave premium
- Mileage reimbursement for travel to & from temporary duty stations
- 3 days of paid bereavement leave, flexible unpaid time as negotiated, participation in leave allowed by Washington Paid Family & Medical Leave Program, and up to 40 hours of paid jury duty leave
- A supportive & inspiring working environment: well-equipped offices, coworkers fostering a welcoming & inclusive environment, and the opportunity to help lead a nationally recognized organization

To Apply

Email a cover letter, resume, and contact information for three professional references by email to melissad@sustainableconnections.org by the application deadline listed above.

We strongly encourage applications from people of color, people from working-class backgrounds, women, LGBTQAI+ people, and those who are members of other marginalized communities. If you feel passionate about our efforts and believe that you have the skills to contribute to the growth of our organization, we want to hear from you - even if you do not believe you meet all of the criteria listed here!

Sustainable Connections has a no-negotiation practice that standardizes internal equity, aims to eliminate subjective compensation, and allows compensation to be merit-based according to experience, knowledge, skills, and contributions to the organization rather than rewarding an employee or prospective employee's ability to negotiate.

Sustainable Connections is an equal opportunity employer that believes it is the responsibility of our organization and all employees to ensure there is no discrimination against any employee or job applicant for employment based on race, color, religion, national origin, ancestry, age, sex, marital status, military service, sexual orientation, gender identity, the presence of any sensory, mental, or physical disability, genetic information, or any other protected status.

Qualified individuals in need of an accommodation in order to participate in the recruitment, selection and/or employment process are encouraged to reach out to Melissa Daniels, Administrative Manager, 360-647-7093 x104, who will engage in an interactive process to respond to & provide reasonable accommodations.

All new employees must show employment eligibility verification as required by the U.S. Citizen and Immigration Service before beginning work at Sustainable Connections.