

# Finca Tres Robles Farm Manager

## Job Description:

Small Places is a 501c3 that develops farms in under-resourced neighborhoods to upend systemic inequalities at the neighborhood level. Our farms are designed to prioritize and become a part of the fabric of the communities in which they exist, providing convenient, affordable access to high quality foods and a safe and welcoming space for our neighbors.

Our first farm, Finca Tres Robles (Spanish for “3 Oaks Farm”), located just 3 miles east of downtown in the historic 2nd Ward is one of the only urban farms in Houston’s urban core and grows seasonal fruits, vegetables and herbs on 1.5 acres. Using intensive growing methods and following organic practices, our farm is one of the only sources of sustainable, fresh, and local produce on Houston’s East Side. As a community-driven farm uniquely striving to keep 100% of our produce within 3 miles of the farm, we have developed community outlets and relationships distributing our produce through a 10-month CSA, an onsite grocery store, and subsidized distributions directly to community partners and neighbors. As a community space, we also host regular community events and educational opportunities such as field trips and classes.

Having recently signed a historic 40-year lease on 1.5 acres in partnership with Harris County, our new community farm is under construction and will be opening up in early 2025.

The Farm Manager will be working alongside our current Lead Farm Manager to establish and manage primary farm production operations and support our inaugural class of Farm Apprentices through a USDA supported program. The Farm Manager will transition over time into taking over the Lead Farm Manager role in the summer.

Working in a primarily working-class Latinx community we strive to represent, include and prioritize our immediate neighborhood. We strive to be an anti-racist organization and work to leverage our farm to pursue equity and food justice to our best ability.

## Responsibilities:

- Support the day-to-day management of farm work including daily, weekly and seasonal planning, seeding, planting, weeding, irrigation, eventually taking full management
- Planning weekly priorities through regular meetings with the Lead Farm Manager (and Executive Director) and various tasks as agreed upon
- Direct, manage, and train farm staff, volunteers, and seasonal, including leading the Apprenticeship Program
- Contribute to the development of improved operations through routines, processes, checklists, record keeping, farming techniques, and farm infrastructure projects.
- Manage the weekly maintenance and needs of the farm including email inquiries, making trips and purchases for farm needs, and planning and implementing farm improvements as needed
- Support in weekend activities only as agreed upon, i.e. farm stand, volunteer groups, weekend farm maintenance

**Commitment:** 40-50 hours a week (depending on the season), 5 days per week

**Requirements:** 3-5+ years of vegetable farming and farm management experience at a similar scale  
 2+ years of urban ag and agritourism experience  
 Proficient in Gmail, Google Docs, Google sheets, TEND (app)  
 Committed to personal growth and accountability  
 Willingness to work outdoors in Houston’s weather and ability to lift 50 lbs +  
 Speak Spanish (prioritized but not required)

**Compensation:** \$50,000-\$60,000 DOE (Ability to increase upon taking the Lead Farm Manager role)  
*Other benefits include:* Farm Produce; \$400 monthly/health savings account; 3 weeks PTO; Potential for growth opportunities in the organization as we grow;

**To Apply:** Apply online at: <https://smallplaces.org/careers/>