Job Posting
Associate Director of Vegetable Production

About the Hudson Valley Farm Hub
The Hudson Valley Farm Hub, located in Ulster County, New York, is a nonprofit agricultural center dedicated to resiliency in the regional food system. Since the Farm Hub's founding in 2013, we have converted the approximately 1600-acre farm operation to a multi-year rotation of organically grown grains, cover crops, and vegetables with an intensive focus on soil health. Along with machine-scale crop production and improved on-farm infrastructure, we have a suite of programs and practices to align with our mission of fostering an equitable and ecologically resilient food system – one that meets the economic and social needs of our communities while working in partnership with natural systems. We host and conduct research, provide farmer training, demonstrate on-farm practices, and support food distribution channels that prioritize people and planet. A diverse, multi-lingual staff of ~65 people serve in varied roles in areas of administration, farm operations, and programs. Learn more about our work at http://hvfarmhub.org.

The Ideal Candidate
The ideal candidate for the Associate Director of Vegetable Production will have extensive experience managing a commercial vegetable production operation, with a strong understanding of organic or regenerative farming practices. They will bring experience overseeing all aspects of vegetable production, from crop planning and field operations through harvest and post-harvest handling, as well as a demonstrated ability to lead and develop teams. Successful candidates will thrive in a dynamic production environment that values innovation, creativity, and experimentation, and will be comfortable adapting to changing conditions and priorities. We're hoping to add someone who is bilingual in Spanish and English to our team. We're seeking someone who is excited by the Farm Hub's approach to vegetable production, nonprofit mission and ethos, and the opportunity to participate in a collaborative team structure.

Position Summary
The Associate Director of Vegetable Production provides strategic and operational leadership for the Farm Hub's certified organic vegetable production operation. The position leads the planning, coordination, and execution of vegetable production across the Farm Hub, ensuring that operations are safe, efficient, and aligned with the Farm Hub's mission and commitment to building a resilient regional food system.

Working closely with the Senior Director of Farm Production, Vegetable Production Managers, Distribution Team, and other departments and partners, the Associate Director develops annual vegetable crop plans and directs their execution from planning through harvest, storage, and post-harvest handling. The position oversees vegetable production systems, including crop planning, fertility, pest and disease management, planting, cultivation, harvest, production records, supplies, and post-harvest operations. The Associate Director also supervises and mentors the Vegetable Production Managers by establishing clear expectations, providing guidance and feedback, and helping to build a collaborative and respectful team. The Associate Director reports to the Senior Director of Farm Production.

Essential Duties and Responsibilities

Vegetable Production Leadership & Planning

- Lead yearly vegetable crop planning activities in collaboration with the vegetable production managers, distribution team, leadership team, and the Farm Hub's external partners and customers
- Oversee production activities of the vegetable operation, including all field operations, storage, and post-harvest handling
- Establish production priorities, systems, and operational plans for vegetable production
- Monitor production progress and advise leadership on operational challenges, resource needs, and opportunities for improvement
- Oversee the accurate and timely collection of production records, including those pertaining FSMA/GAPs, organic certification, pesticide applications, and inventory
- Stays apprised of innovations and developments, such as new varieties and practices of organic vegetable management; keeps up to date with new advances in applied farming technologies
- Oversee the Distribution Team to ensure timely and efficient distribution of Farm Hub products
- Work collaboratively with the shop mechanics and facilities teams to support the maintenance and safe operation of farm production equipment and facilities
- Collaborate with research partners to develop, install, and maintain trials
- Work closely with program managers to assist with and move forward projects in production areas
- Assist with yearly soil sampling activities

Team Leadership and Development

- Supervise and develop the Vegetable Production Managers, with particular focus on mentoring and supporting them in their roles as leaders and supervisors
- Provide ongoing coaching, guidance, and feedback to production managers, helping them strengthen their technical, organizational, and people-management skills
- Support managers in setting goals, managing performance, delegating responsibilities, and developing their teams
- Identify opportunities to build leadership capacity and expand the knowledge and skills of existing team members
- Actively participates in creating a culture of safety (both physical as well as emotional/psychological safety), including seeking out trainings or resources for themselves or their team
- Coordinate skills and safety training for vegetable production staff in collaboration with People Operations and Learning & Development teams

Budget & Operational Management

- Develop the annual vegetable production budget in collaboration with the Senior Director of Farm Production and Farm Operations Manager
- Manage and monitor the vegetable production budget and expenses, ensuring resource use is aligned with operational priorities
- Analyze production costs and resource needs and recommend adjustments and investments to leadership
- Coordinate purchasing and supply planning for vegetable production and Wash & Pack operations
- Help develop longer-term plans for equipment, infrastructure, technology, and other investments that support the vegetable program
- Ensure vegetable production operations are conducted in accordance with organic standards, food safety requirements, Farm Hub policies, and established operational practices

- Serve as a representative or public spokesperson of the Farm Hub at external events, field days, and conferences, as requested
- Serve as liaison to the local farming community and help to promote and maintain good relationships with customers, neighbors, and partners
- Other duties as assigned

Required Experience and Skills

- Minimum of 7 years' experience managing a commercial vegetable operation, including experience with organic or regenerative farming practices
- Fluency in written and spoken English and at least conversational proficiency in spoken Spanish
- Demonstrated experience leading vegetable production operations, including crop planning, field production, harvest, and post-harvest handling
- Demonstrated success leading and developing teams, including experience supervising and mentoring managers and other experienced staff
- Solid understanding of organic vegetable production practices, including fertility management, pest and disease management, crop planning, cultivation, and harvest
- Proficiency operating, adjusting, and calibrating farm equipment including modern tractors, combines, trucks, and implements
- Commitment to the Farm Hub's mission
- Proficiency using Microsoft Office Suite and Google Sheets
- Experience with farm production records, inventory management, food safety, and organic certification requirements
- Demonstrated ability to foster a work environment of mutual respect, team building, and collaboration; ability to develop positive relationships with people across different backgrounds
- Experience with upkeep and maintenance of facilities and farm equipment
- NYS pesticide applicator's license, or ability to obtain
- NYS drivers' license and clean driving record
- Ability to lift 50 lbs.

Preferred Qualifications

- Knowledge of the Northeast farming community, especially the Hudson Valley
- Experience using crop planning and inventory management software, ERP, MRP, or other record keeping software systems

Competencies

- Demonstrate strong interpersonal, emotional, and relationship management skills, with the ability to build trust and develop positive working relationships with people across different backgrounds, roles, and departments.
- Exercise sound judgment, integrity, and accountability in decision-making; recognize when an issue requires additional guidance and seek support when needed.
- Demonstrate an ability to lead collaboratively, earning trust and confidence across teams while fostering shared responsibility and accountability.
- Foster a work environment of mutual respect, inclusion, and collaboration, supporting the development of others and encouraging continuous learning.
- Demonstrate adaptability, resilience, and the ability to navigate challenges, changing priorities, and competing operational needs.

- Approach leadership with humility, self-awareness, and cultural awareness, remaining open to feedback and different perspective
- Excellent social, emotional, and relationship management skills; ability to develop and nurture positive working relationships with diverse groups of people
- Ability to work collaboratively with people in a variety of roles and departments while earning trust and confidence across diverse teams
- Commitment to and willingness to deepen understanding of the Farm Hub's mission to foster a resilient food system

Physical Requirements: The position requires the ability to sit or stand at a workstation indoors approximately 50% of the time, and alternates between working outdoors 50% of the time. Must be able to climb, stand, sit, stoop, squat, kneel, crouch, bend, stretch, push, pull, reach and occasionally lift and/or move up to fifty (50) pounds. Work may be performed in outdoor agricultural fields and involve exposure to sun, wind, rain, soil, mud, dust, heat, cold and other natural elements. Must be able to withstand working in the direct sunlight and weather conditions ranging from hot and humid weather, moderate rain and cold while performing their required job duties. Requires ability to use fingers and hands to grasp/move objects and record data using pen and paper or on a computer or tablet. Must be able to handle tools required to perform upkeep and maintenance of farm facilities and equipment. Requires the ability to operate heavy machinery, and or automobile to drive to and from various worksites on and off the Farm Hub property. May be exposed to various weather conditions, fumes, odors, dust, heat, and noise. Additionally, will need the ability to sit, stationary at workstation to attend meetings or classes and/or perform computer work.

Position Details & Typical Schedule: The Association Director of Vegetable Production is a full-time, exempt, supervisory position with a 40-55 hour work week (seasonally dependent with half Saturdays during the peak season). The salary range for the position is $105,000 - $120,000 annually. We offer a competitive benefits package which includes 100% employer paid health and dental insurance for full-time employees and their families. Some additional perks offered include retirement, life insurance and other wellness benefits.

To apply for this position, you may email a resume directly to hr[at]hvfarmhub.org.

If you have any questions or need assistance with submitting your application, please contact us at hr[at]hvfarmhub.org.

Hudson Valley Farm Hub (HVFH) is an equal opportunity employer and does not discriminate in employment on the basis of race, ethnicity, religion, age, gender, gender identity, sexual orientation, marital status, socio-economic status, disability, or medical condition. HVFH complies with federal and state disability laws and makes reasonable accommodations for applicants and candidates with disabilities. If reasonable accommodation is needed to participate in the job application or interview process, please contact the People & Culture department at hr[at]hvfarmhub.org.