

FARMER TRAINING MANAGER

DATE POSTED: 10/28/26

Reports To: Food & Farm Director, Christine Hadekel	**Position Status:** Full-time, Year Round
Department: Food & Farm Team	**Exemption Status/Reason:** Exempt

About VYCC

Vermont Youth Conservation Corps (VYCC) is a nonprofit organization that takes action and builds community by working and learning together with the land. VYCC's Food & Farm Program combines youth leadership and workforce development with hands-on farming, food distribution, and culinary education. A core part of VYCC's work is providing hands-on training in diversified vegetable production for young people exploring careers in agriculture and aspiring beginning farmers.

VYCC's certified organic farm provides hands-on training in diversified vegetable production across a full production season. Participants develop practical farming skills alongside the leadership and teamwork skills needed to succeed in agriculture. VYCC is expanding this work through the creation of a farm pre-apprenticeship and apprenticeship program. Through a combination of hands-on production experience, farm visits, classroom-based instruction, competency-based learning, mentorship, and networking, participants build the technical skills, practical experience, and connections needed to pursue their goals in farming.

Position Summary

The Farmer Training Manager will lead VYCC's farm pre-apprenticeship and apprenticeship programs, helping young adults develop the skills, knowledge, and experience to pursue their goals in farming. Working closely with the Food & Farm

team, this position integrates structured learning and mentorship into the day-to-day work of running VYCC's certified organic vegetable farm.

Responsibilities include developing training plans, coordinating instruction and skill assessments, mentoring participants, and building partnerships with farms, educational institutions, and agricultural organizations to support continued learning and employment opportunities.

The ideal candidate has experience in diversified organic vegetable production and a strong interest in teaching and mentoring young adults and aspiring farmers. They bring a practical, supportive approach to skill-building, relationship development, and helping participants grow as farmers.

Key Responsibilities

Farmer Training & Curriculum

- Lead the development, implementation, and ongoing management of VYCC's farm pre-apprenticeship and apprenticeship program.
- Develop structured training and assessment plans that combine on-the-job production experience with related technical instruction.
- Develop and maintain training materials, lesson plans, skill checklists, and other instructional resources.
- Coordinate classroom-based sessions, farm visits, and other on-farm learning opportunities with VYCC staff and external partners.
- Support training sessions in diversified vegetable production, including crop planning, soil health, propagation, planting, cultivation, irrigation, pest management, harvest and post-harvest handling, equipment operation, organic production, food safety, and recordkeeping.

Participant Supervision, Mentorship and Support

- Provide direct supervision, coaching, and mentorship to farm pre-apprentices and apprentices.
- Conduct regular check-ins to assess progress, address challenges, and support individual learning and professional goals.
- Help participants build confidence, leadership, communication, and workplace skills.
- Connect participants with supportive services when barriers to successful participation arise.
- Support participants in transitioning to employment, further education, farm apprenticeships, or other opportunities.

- Work with Rural Vermont and other agricultural partners to develop a network of host farms and local femployers, creating opportunities for program graduates to get further employment and training.
- Maintain awareness of agricultural employment and training opportunities across Vermont.
- In collaboration with the Senior Community Engagement Manager, track participant outcomes and maintain relationships with program alumni.

Farm-Based Training & Team Collaboration

- Collaborate with the Production Managers and farm team to integrate structured learning into daily farm operations, balancing production priorities with participants' training goals and skill development.
- Ensure farm work assignments provide meaningful opportunities for skill development while meeting production needs.
- Coordinate participant schedules and training activities with seasonal farm priorities.
- Provide or coordinate training in safe operation of farm tools, equipment, and machinery.
- Model and reinforce high standards for farm safety, food safety, organic production, work quality, and professionalism.
- Participate directly in farm work and work alongside participants, particularly during high-need seasonal periods.
- Collaborate with Food & Farm, education, and youth development staff to integrate VYCC's service-learning and leadership model into agricultural training.

Program Administration & Evaluation

- Maintain accurate records of participant attendance, training hours, competencies, evaluations, and progress.
- Coordinate documentation required for apprenticeship, pre-apprenticeship, grants, and other program requirements.
- Contribute to program budgets, grant reporting, work plans, and funding proposals.
- Track participant outcomes, including completion, employment, continued education, and advancement in agriculture.
- Participate in program evaluation, continuous improvement, and organizational planning.
- Monitor program outcomes, including participant retention, competency attainment, program completion, and transitions into agricultural employment or further training, and use findings to improve program design and delivery.

Qualifications, Knowledge, Skills and Abilities

- Three or more years of professional farming experience, preferably in diversified vegetable production and/or organic farming.
- Experience teaching, training, mentoring, or supervising emerging farmers, young adults, apprentices, interns, or employees.
- Experience developing or implementing training programs, curriculum, competency-based learning, apprenticeships, pre-apprenticeships, or other workforce development programs preferred.
- Strong communication, organization, and interpersonal skills, including the ability to set clear expectations, provide mentorship and support
- Ability to build and maintain relationships with farmers, educational institutions, and community partners.
- Commitment to creating an inclusive, supportive, and accessible learning environment for participants with diverse backgrounds, experiences, and learning styles.
- Degree or formal training in agriculture, agricultural education, education, or a related field preferred, or an equivalent combination of education and practical experience.
- Valid driver's license and ability to meet VYCC's driving requirements.
- Ability to work outdoors and perform physical farm work in varying weather conditions.

About Vermont Youth Conservation Corps

The VYCC is a 501c3 nonprofit focused on engaging young people in service, work, conservation, and agriculture. Since 1985, VYCC staff have provided valuable work and learning opportunities to youth and young adults from across the country and from nearly every town in Vermont. Our model is strong and simple: young people, working together, guided by highly trained leaders, and completing priority projects in conservation and agriculture.

Our Workplace

This position is based out of the Vermont Youth Conservation Corps campus in Richmond, VT. Our open office offers staff opportunities to interact and collaborate. Successful staff are able to maintain focus and productivity, balance personal initiative and independence, and plug into our team in ways that help us do our best work as an organization. Staff enjoy the perks of the Farm at VYCC and forest campus year-round, as well as the happenings of nearby downtown Richmond.

Compensation & Benefits:

- Starting salary for this position is $51,000, commensurate with experience.
- Medical and dental insurance; Health Savings Account (HSA) with matching contribution; disability and group life insurance
- Simple IRA with matching contribution (once eligibility criteria are met)
- Annual paid time off (PTO), paid sick time
- One-week paid closure in November for all staff (in addition to PTO)
- Ongoing professional development
- Access to produce from the VYCC farm stand

How to Apply
Please complete the VYCC General Application where you will be prompted to upload a cover letter, resume, and contact information for three professional references. Questions regarding this position can be emailed to the Food and Farm Director at christine.hadekel@vycc.org . No calls, please. Position is open until filled. Ideal start date: January 2027.

Equal Opportunity at VYCC
Don't think you meet all of the requirements for the position? Please apply anyway! VYCC is dedicated to building an inclusive, diverse, equitable, and accessible work environment that fosters a sense of belonging. You may be just the right candidate for this role or another one of our openings! VYCC is proud to be an Equal Opportunity Employer.

Note: *The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. All of the listed functions are important and are in no particular order. This is not an exhaustive list of all responsibilities, duties, and skills required. All employees may be required to perform duties outside of their normal responsibilities from time to time, as needed.*