



Farm Manager

Position Description

Pono Pacific Land Management, LLC was founded with a vision of helping Hawai'i's conservation agencies and landowners. Since 2000, we have been providing specialized services to a wide variety of clients in almost every ecosystem in Hawai'i, from mountain ridgelines and forests to coastal areas and near-shore reef systems.

In 2019, Pono Pacific was contracted by Turtle Bay Resort to manage 468 acres of agricultural land mauka of the resort. Kuilima Farm is a healthy, vibrant farm that matches best-in-class sustainability practices alongside Hawaiian knowledge and culture. The ideal candidate will exhibit the values that steer our organization: character, humility, 'ohana (family/community-mindedness), service, excellence, and nobility. The Farm Manager will act in the best interest of the company, other employees, and in a fair, safe, effective, and legal manner.

Position Summary

The Farm Manager will report directly to the VP of Diversified Agriculture. They will be primarily responsible for; day-to-day farm operations, ensuring successful crop production using sustainable practices, sales & distribution of produce, managing crewmembers, administrative tasks, tracking budgets, and customer relationships—all through the development and implementation of reliable farm systems. The Farm Manager will be up to date on all aspects of the farm and serve as a primary point of contact for farm operations. This individual should be passionate about local, sustainable food production, and work toward increasing sustainable and regenerative agriculture practices.

Essential Duties & Responsibilities

- Management
 - Recruiting and development of crew members to take ownership of different aspects of the farm operation
 - Plan weekly tasks to ensure team resources are being used efficiently
 - Strategize and lead special projects such as: Model Farm Expansion, Farm Machinery Procurement and Maintenance, and small construction projects
 - Build meaningful relationships with local stakeholders and community members
 - Support work with Partner Farmers to ensure their success with farm production
 - Assist Kuilima Farm agritours, educational programs, and overall land management
- Production, Order Fulfillment and Distribution
 - Strategically grow crops & other products with consistently high-quality that exceed customer expectations. Implement innovative and indigenous practices where applicable
 - Review soil tests to determine necessary amendments and soil health practices required for maximum production
 - Strengthen relationships with existing customers and develop relationships with new customers
 - Ensure delivery of products for customers in a timely professional manner
 - Work with key customers and farm stand team to identify ideal farm products for production and Farm Stand Inventory
 - Suggest ways to improve overall operation and revenue by balancing clients and distribution needs
- Administration
 - Collaborate with office staff to create a system to track inventory, order farm supplies routinely, and improve operational efficiency
 - Utilize preferred project management/crop planning software to accurately schedule



- succession plantings, manage tasks, and record yields, losses, and seed inventory
- Collaborate with senior staff to prepare budgets and reports

Physical Requirements

- Able to stand and/or walk and lift and/or carry, push and/or pull objects that weigh up to 50lbs as well as perform desk-based computer tasks
- Frequently twist, bend, stoop, squat, kneel, crawl, climb, reach or work above shoulder, or grasp forcefully
- Perform physical labor, operate and maintain machinery as necessary

Work Environment

- Outdoor setting with a mix of office work. Must be willing and able to perform physical labor in all weather conditions

Education, Experience, and Qualifications

Minimum Qualifications

- 5+ years of proven experience in diversified, sustainable agricultural production
- 3+ years of management experience
- Bachelor's degree in agriculture or related field preferred
- Must be hardworking and have effective time management skills
- Must have strong collaboration & teamwork skills, being flexible and adaptable to changes
- Proficient in Google applications and Microsoft Office suite
- Proficiency with crop planning and project management software preferred

Compensation and Benefits

- Salary range for this position is \$65,000 - \$85,000, commensurate with education and experience.

Benefits with Pono Pacific

- Health care with dental, drug, and vision (100% of premium covered for the employee)
- Flexible spending accounts for medical, dependent care, and other eligible expenses
- Vacation, sick, jury, and bereavement pay
- 401(k) retirement plan with an employer contribution
- Training and development opportunities
- A collaborative work culture with staff days to meet employees of our other companies

To apply, please submit a cover letter and resume (in a single PDF document) to ponojobs@ponopacific.com