



BODHI FARMS

LAND STEWARD

Are you looking for a job with a strong connection to the land in a beautiful place? A place set in a sprawling farm that grows much of its own produce and focuses on sustainability and creating a truly authentic experience for guests? A place to grow as well as learn and to be a part of a small, close-knit team? If so, maybe our Land Steward position is just what you're looking for.

Bodhi Farms is a sustainable boutique eco resort destination just outside of Bozeman. In fact we are the only resort in Bozeman. We are currently looking for a part-time **Land Steward** to join our team.

Applicants should have a solid foundation in sustainable land management and a passion for the environment.

Essential Job Functions. As Land Steward you will hold the General Manager's goals & strategies for the property in the highest regards. The Land Steward will use his/her love, respect & understanding of the land in conjunction with permaculture principles to enhance all aspects of the property's beauty, productivity and sustainability. Ensuring that the farm is maintained in it's best condition and that it continues to be a beacon of sustainability for all guests to experience, learn about and be inspired by.

The Land Stewards responsibilities include, but are not limited to, the following duties;

Production Gardens. Helping in the gardens.

- **Seeding & Planting.** Support seeding and planting as requested.
- **Growing & Maintaining.** Supporting garden maintenance, including pest management, watering and covering as requested.
- **Harvesting.** Support with harvesting, cleaning and packaging per farm policies.
- **Soil Management.** Support soil building as requested.

Farm Animals. Assume responsibility for all farm animals, including all feeding, watering, cleanliness of all spaces, overall health of all animals as well as harvesting.

Landscaping. Ensure that the landscaping is meticulously maintained so that the property is presented in a best in class manner.

- **Lawn Care.** Ensure regular, consistent mowing, trimming and watering schedule as well as annual treatments including aeration, fertilization and ground leveling / spot repair.
- **Irrigation.** Adhere to weekly irrigation schedules and assume full responsibility for ensuring that no plants die due to lack of water.
- **Weed Management.** In addition to managing weeds within the lawns through organic treatment techniques, ensuring that any and all invasive species found on the property are removed and eradicated.
- **Permaculture Landscaping.** Planting, growing and maintaining permaculture food forests and edible landscaping perennials throughout the farm.
- **Tree & Twig Maintenance.** Ensure all fallen branches & twigs are collected and processed in a timely manner.

Property Maintenance. Ensure that all components of the property are properly maintained and operational.

- **Tents / Tipis.** Support in erecting, moving, caring for and maintaining all tents, tipis and canvas.
- **Farm Vehicles.** Support in the maintenance, repairs and improvements of the farm tractors, vehicles, snowmobiles, and any and all other machinery as directed.
- **Tools & Workshop.** Ensure that the workshop is always clean and organized, ensuring all tools are properly cared for and stored in an organized manner.
- **Firewood.** Cut, haul and stack firewood as requested.
- **Pest Management.** Support in the extermination of any and all creatures that are harmful to the gardens or a pleasant guest experience are eradicated, whether they are ants, hornets or grizzly bears.
- **Facility Management.** Support the maintenance and repair needs of all buildings and the systems that power and operate within them.
- **Fencing.** Assume full responsibility for maintaining and repairing damaged fencing as well as erecting new fencing as needed.
- **Cleanliness & Organization.** Maintain clean workspaces including all garden workspaces, all workshop and storage areas so that they are always presentable.

Operate Sustainable Waste Program. Support the operations of a best in class sustainable waste management program that can be a beacon for education.

- **Zero Waste Goal.** The ultimate goal of this program is that zero waste is delivered to the landfill. Is that possible? I don't know, but let's see how close we can get.

This will require measuring and documenting the amount of dumpster loads / volume of waste that is delivered to the landfill.

- **Collect & Separate.** Maintain a weekly schedule of collecting, separating, processing all compostable materials, as well as the collection of waste and recycling.

Other Responsibilities

- **Special Projects.** Supporting the Farm Manager in special projects as assigned including additional irrigation installations, small construction projects, etc.
- **Dress Code.** Ensure dress code standards are 100% for all team members.

Skills Required

- Experienced farmer or ranchman.
- Knowledge of general animal husbandry.
- General knowledge of carpentry basics and use of carpentry tools
- General knowledge of the use of landscaping machinery such as tractor, tractor implements, snow blower, weed eater, lawnmower and chainsaw.
- Multi-task, prioritize, meet deadlines; provide timely follow up on open issues.
- Handle evening, weekend and holiday farm duties.
- Take personal accountability in getting the job done.

Physical Requirements. We are an outdoor business and this has its physical requirements. If you're looking for a desk job, you're in the wrong place.

- Withstanding temperatures of 0 degrees to 100 degrees Fahrenheit.
- Moving constantly for extended periods of time (up to 10-12 hours a day).
- Lifting and carrying items weighing in excess of 65 lbs. for distances of up to 25 ft. (Hay Bales, Feed Bags, Logs, Implements, etc.)
- Physically be able to bend, dig and lift regularly. Use shovels, hoes and other manual tools.

Qualifications

- Experience in agriculture, agronomy, animal science, or sustainable operations.
- 2+ years of farm operations experience, preferably in organic or permaculture.

What to Expect from Your Work Experience

- This is a 20-30 hour per week part-time position, Thursday through Sunday
- This is a seasonal position that runs from April 15th-October 15th
- Busy summers and slower winters.
- Be part of an awesome team that works hard together to blow away our guests.
- Have the ability to demonstrate your unique personality & professional passion.
- Continually being challenged with projects and opportunities.
- Spending your time in a truly amazing and authentic place.

Compensation & Benefits. You will be offered the following benefits:

- This is a part-time hourly position, starting at \$15/hr based on experience.
- Being an early team member in a young exciting start up with huge growth potential.
- Complimentary yoga classes & sauna use
- Employee discounts

Are You A Good Fit For The Bodhi Team? Energy, Opportunity, and Growth are core to your way of being and are essential to succeed with us.

- **You have the Energy** to commit to going ‘above and beyond’ on everything you do, it is not the exception. You create success and deliver exceptional results. You expect that hard work is required to do great things.
- **You seek Opportunity.** You focus on solutions, not problems. You are naturally inquisitive and business focused. You thrive working with diverse teams, and you are deeply committed to our collective success.
- **Your Growth** is about what you and your team accomplish together, and is limited only by your energy and the opportunity you seek. You thrive on diversity in your work, on learning, and helping others learn as well. You effectively manage multiple tasks or projects on time, and you help your team to do the same.

Equal Opportunity. Bodhi Farms believes it is important to provide equal opportunity employment to all employees and applicants for employment. All decisions are made without regard to race, ethnicity, color, gender, gender identity, gender expression, religion, national origin, marital status, sexual orientation, military status, or any other aspect unrelated to the purposes of this organization. Equal employment opportunity ensures that all personnel actions are taken for job-related reasons in full compliance with all federal, state, and local laws.