



Operations Manager Position Announcement

Position Location: Earlham, IA

Position Start Date: Spring 2026

Salary Range: \$60,000 – \$85,000

ABOUT IN HARMONY FARM

We are a nonprofit in Iowa supporting up-and-coming farmers to grow healthy food and build thriving farm businesses. We provide access to land, infrastructure, education, markets, and other resources. Through the use of regenerative agricultural practices, we are improving soil health and working in harmony with the land and our natural resources, while helping ensure more Iowans have access to fresh, locally grown food and strengthening resilient local food systems.

The farmers of In Harmony Farm cultivate a vibrant mix of nutrient-dense vegetables—greens, peppers, tomatoes, onions, garlic, radishes, turnips, beets, squash, carrots, cabbage, herbs, and more—on farm sites across our campus. Together, we’re growing not just food, but a healthier, more connected community.

ABOUT THE ROLE

In Harmony Farm is seeking an experienced, hands-on Operations Manager to oversee the stewardship, functionality, and year-round readiness of our 26-acre farm campus.

This role is responsible for land management, infrastructure upkeep, equipment maintenance, and operational systems that enable farmers, staff, and programs to succeed. The Operations Manager ensures that the farm’s physical environment is safe, organized, efficient, and aligned with IHF’s mission and environmental values.

Reporting to the Executive Director/General Manager, this position plays a critical leadership role in maintaining the foundation upon which farmer success and community impact are built.

KEY AREAS OF RESPONSIBILITY

Farm Operations, Infrastructure & Stewardship

- Lead year-round operational readiness of the 26-acre campus, including seasonal preparation, irrigation systems, grounds maintenance, and storm response.
- Maintain and repair farm equipment, tractors, implements, irrigation systems, and small engines; manage preventative maintenance schedules and vendor services.
- Oversee upkeep and functionality of shared infrastructure including barns, wash/pack areas, cooler space, fencing, storage facilities, and access areas.
- Implement soil health, conservation, and land stewardship practices across shared spaces, including drainage systems, composting, and habitat areas.
- Ensure the campus remains safe, organized, environmentally aligned, and fully operational to support farmer and program success year-round.

Safety, Support & Organizational Leadership

- Maintain farm-wide safety protocols, hazard identification practices, emergency preparedness, and proper equipment/material handling procedures.
- Respond proactively to urgent weather-related, safety, or operational issues impacting campus functionality.
- Support farmers with troubleshooting and coordination of shared infrastructure and equipment use.
- Serve as a collaborative member of the IHF leadership team, working closely with the Executive Director/General Manager and Program leadership to align operations with strategy, innovation, and organizational priorities.
- Lead seasonal staff, volunteers, and work crews while communicating site conditions, operational updates, and infrastructure needs clearly and consistently.

ESSENTIAL QUALIFICATIONS

- Minimum 3 years of experience in farm operations, land stewardship, agricultural property management, or related field
- Strong mechanical aptitude, including experience maintaining tractors, implements, small engines, irrigation systems, and farm infrastructure
- Ability to perform sustained physical labor outdoors in varying weather conditions
- Demonstrated reliability, strong communication skills, and sound problem-solving abilities
- Valid driver's license and ability to safely operate farm equipment
- Knowledge of regenerative agriculture, conservation practices, and/or community agriculture settings preferred
- Experience working in nonprofit environments and supporting up and coming farmer communities preferred
- Commitment to safety, land stewardship, and IHF's mission

HOW TO APPLY: Please submit your resume and a brief cover letter (up to 500 words) outlining your qualifications and interest in the Operations Manager position to c.halls@2ttop.com.

Your cover letter should describe your hands-on experience, your approach to land stewardship and safety, and what draws you to In Harmony Farm's vision and mission.

DEADLINE: Applications will be accepted until noon **Friday, April 3, 2026** and finalists are expected to be interviewed **Friday, April 10, 2026**.

Final candidates will be subject to a background check prior to an offer of employment. This may include verification of employment history, education, criminal record, and other relevant information.

A full job description and additional information can be found at <https://www.inharmonyfarm.org/>.

In Harmony Farm is an equal opportunity employer and prohibits discrimination of any kind. In Harmony Farm is committed to the principle of equal-employment opportunity for all employees with a work environment free of discrimination, harassment, and intimidation. All employment decisions at In Harmony Farm are based on business needs, job requirements and individual qualifications without regard to race, color, religion, sex, national origin, age, disability, veteran status, or any other protected class by federal, state, or local laws. In Harmony Farm encourages all qualified applicants.



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| Job Title: | Operations Manager | Job Category: | Exempt |
| Department/Report to: | Executive Director/General Manager | Travel Required: | Occasional travel (locally and out of state) for meetings, conferences and other work-related events not to exceed 10% per year. |
| Location: | 17995 358 th Place Earlham, IA 50072 | Work Hours: | 8:30 am – 5 pm (generally) Minimum of 40 hours/week Some weekends and evenings may be required. |
| Level/Salary Range: | \$60,000 – \$85,000 | Position Type: | Full-Time |

Position Summary

The Operations Manager is responsible for ensuring that In Harmony Farm’s 26-acre campus remains safe, functional, and operational year-round. As the primary steward of the farm’s physical environment, this role oversees all land management, equipment and infrastructure maintenance, and seasonal readiness activities that enable farmers, staff, and programs to thrive. This critical role focuses on the operational systems, environmental conditions, and infrastructure that support IHF’s mission and daily farm activities.

KEY RESPONSIBILITIES:

Farm Operations & Seasonal Management

- Lead all seasonal operational tasks including field preparation support, irrigation setup, field cleanup, and general site maintenance.
- Conduct routine site inspections to ensure safety, accessibility, and operational readiness.
- Manage mowing, pathway maintenance, weed control in common areas, mulching, and storm cleanup.
- Support farmers with operational troubleshooting (e.g., equipment access, irrigation repairs.)

Land Stewardship & Environmental Management

- Implement and maintain soil health and land stewardship practices for shared spaces, including composting systems, cover crops in common areas, erosion prevention, and conservation zones.
- Monitor and maintain drainage, water systems, native plantings, and pollinator habitat.
- Ensure land stewardship practices align with environmental regulations and sustainability goals.

Equipment, Tools & Infrastructure

- Maintain, repair, and schedule use of tractors, implements, mowers, irrigation systems, small engines, and hand tools.
- Track maintenance schedules, warranties, and equipment inventory.
- Coordinate vendor service and repairs as needed.

Property & Facilities Management

- Oversee condition and readiness of barns, sheds, wash/pack areas, walk-in cooler, fencing, lighting, parking areas, and storage facilities.
- Maintain inventories of operational supplies such as fuel, irrigation parts, hardware, and PPE.
- Ensure buildings, grounds, and infrastructure are safe, orderly, and functional year-round.

Safety, Compliance & Risk Management

- Maintain farm-wide safety protocols, hazard identification practices, and emergency procedures.
- Ensure proper storage and safe handling of equipment, tools, and operational materials.
- Respond to urgent weather-related or operational issues affecting farm safety or functionality.

Collaboration & Communication

- Work closely with In Harmony team members to coordinate operational needs and shared resources.
- Communicate operational updates, site conditions, and infrastructure status clearly and proactively.
- Participate in staff meetings and cross-team coordination as requested.

SEASONAL EXPECTATIONS

- **Spring:** Property cleanup, bed prep support, irrigation setup, compost distribution, equipment staging
- **Summer:** Mowing, irrigation maintenance, repairs, safety checks, general upkeep
- **Fall:** End-of-season cleanup, equipment winterization, cover crop planting in common areas
- **Winter:** Snow removal, equipment repair, property checks, planning infrastructure improvements

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- 3+ years of experience in farm operations, land stewardship, or agricultural property management
- Strong mechanical aptitude with demonstrated experience maintaining tractors, implements, and small engines
- Ability to perform physical labor outdoors in all weather conditions
- Knowledge of irrigation systems and farm infrastructure
- Strong communication, reliability, and problem-solving skills
- Commitment to safety, land stewardship, and IHF's mission

Preferred

- Experience working within nonprofit, community agriculture, or multicultural environments
- Knowledge of conservation practices, soil health principles, or regenerative agriculture
- Experience coordinating with program teams or supporting diverse farmer communities
- Valid driver's license; ability to operate tractors and farm equipment

KEY COMPETENCIES

- **Technical Skill & Know-how:** Applies strong mechanical, technical, and practical skills to maintain equipment, systems, and daily farm operations.
- **Stewardship Mindset:** Demonstrates deep care for the land through sustainable, responsible, and environmentally aligned practices.
- **Safety & Risk Awareness:** Identifies hazards, follows safety protocols, and ensures a secure working environment for all farm users.
- **Clear Communication:** Shares information proactively and respectfully with farmers, colleagues, and partners to support smooth operations.
- **Organizational Reliability:** Manages time, tasks, and priorities with consistency, accuracy, and follow-through.
- **Independent Problem-Solving:** Navigates unexpected challenges with sound judgment, resourcefulness, and minimal supervision.
- **Active Collaboration:** Works effectively with people of all backgrounds, showing openness, respect, and a willingness to support others.
- **Task Prioritization:** Balances multiple responsibilities while maintaining focus on safety, efficiency, and farm-wide needs.
- **Collaborative Leadership:** Serves as a key member of the farm's leadership team, supporting strategy, planning, board inquiries, and cross-organizational communication.

SUPERVISORY RESPONSIBILITIES

The Operations Manager leads seasonal workers, volunteers, or work crews during operational tasks and is responsible for directing safe and appropriate use of farm equipment and shared spaces.



WORK ENVIRONMENT

Work is performed primarily outdoors throughout the year and in a wide range of Iowa weather conditions, including heat, cold, rain, and snow. While an indoor workspace is available for planning and administrative tasks, the majority of the workday takes place on the farm. The role involves regular exposure to typical agricultural environments, including dust, insects, uneven terrain, and the use of farm chemicals, supplies, equipment and tools.

PHYSICAL DEMANDS

This role requires the ability to regularly lift, carry, push, and pull up to 75 pounds, and occasionally more with assistance. The Farm Manager must be able to perform sustained physical activities including standing, walking long distances over uneven terrain, bending, kneeling, climbing, reaching, and operating hand tools for extended periods. The position requires safe operation of tractors, implements, mowers, power tools, and other farm equipment, as well as the ability to handle repetitive manual tasks in all weather conditions. The Farm Manager must maintain the physical endurance needed for strenuous farm labor throughout the year, including during peak seasonal workloads.

Note: This job description describes the general nature and essential functions of the position without including peripheral and incidental duties. Contents of this job description are subject to change at the discretion of the employer. Employees may receive other job-related instructions and be required to perform other job-related work as requested by the employer. All requirements are subject to possible modification to provide reasonable accommodation to qualified individuals with disabilities.

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