



Leichtag Foundation  
Apprenticeship Program  
2015 -2016 Season

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### **Program Overview**

The Farm's pilot apprenticeship program will provide apprentices an opportunity to further his or her farming and professional development in an area of specialization related to the Farm's biodynamic, Jewish educational and community farming operation.

The Farm provides a unique training opportunity for emerging farmers and is dedicated to advancing the fields of community farming and Jewish community farming. The Farm sees new and innovative opportunities for helping emerging farmers forge a path towards successful, dignified careers as community leaders, educators and entrepreneurs. We believe this next generation of community farmers and farms is essential to solving many of the most pressing social, environmental and health issues we face.

Apprentices will work as integrated members of the Farm team. Farm consultants and staff will provide mentorship, training and guidance to support each apprentice in his or her area of specialization. A professional development plan will be crafted for each apprentice to identify opportunities for personal and professional growth. Apprentices will learn from and participate in all aspects of the farm operation. Each Apprentice will also be taught various farming concepts and learn skills to prepare for opportunities in the growing field of community farming through a mix of hands on training and educational workshops.

### **Program Components**

- Creation of a professional development plan
- Mentorship
- On-the-job training and educational curriculum in a range of areas, including:
  - Permaculture
  - Biodynamics
  - Ecological Design
  - Community Farming
  - Business Management
  - Tools and Equipment Training
  - Food Justice
  - Jewish traditions, narrative and texts

### **Location**

The Farm, which resides on the Leichtag Foundation Property, is located in Encinitas, California, known for its Mediterranean climate, its beaches, the arts and yoga culture. The Farm consists of approximately 20 acres of mixed gardens, an orchard/food forest, animal pastures, a vineyard, greenhouses, a barn, a farm stand and houses. Many of the Farm's staff live on-site and participate in its rich communal life.

### **Apprenticeship Positions**

While each apprentice will participate in all aspects of the Farm there are currently four specialty area positions. Each apprentice should bring knowledge and experience to assist in the development, management and enhancement of his or her specialty area. Brief descriptions of each position are listed below, and the full position descriptions, including specific requirements and qualifications, are included on pages four through seven.



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- **Animal Husbandry & Composting Apprentice (pg. 4):** The Apprentice will focus on animal husbandry, rotational grazing, milking, value-added products (dairy, eggs, meat, etc.), breeding, composting and educational programs related to these topics.
- **Educational & Programming Apprentice (pg. 5):** The Apprentice will work with the Farm program team to plan and run farm and garden-based educational programs including Jewish educational and outreach programs on and off site for people of all ages and abilities (e.g. youth programs; adult workshops; and inclusive programs for seniors, people with special needs, clients of social service partner agencies, etc.).
- **Food Forest & Nursery Apprentice (pg. 6):** The Apprentice will focus on the development of a large food forest, edible and native nursery as well as establishing new orchards and edible/native landscapes throughout the property. Additional responsibilities will include coordinating educational programs related to the food forest including Jewish educational programs, orchards and nursery, seed saving and propagation of new and existing plant material.
- **Vegetable Production Apprentice (pg. 7):** The Vegetable Production Apprentice will assist the Farm Team in planning, implementing and managing a diversified vegetable, herb and flower operation, including both greenhouse and field production. The Apprentice will focus on vegetable production, post-harvest and distribution in both fields and greenhouses as well as educational programming related to the crop production cycle (i.e.: planting, harvesting, soil care, irrigation, etc.).

### About the Leichtag Foundation

The Leichtag Foundation (“Foundation”) is a private independent foundation with a strong interest in advancing the North County coastal region of San Diego where our founders Lee and Toni Leichtag, of blessed memory, lived and worked. The Leichtag Foundation also supports programs in Jerusalem, Israel. The Foundation currently holds approximately \$134 million in assets and has granted about \$90 million since its inception in 1991—more than half of this since becoming independent in 2008. The Foundation focuses its philanthropy on combating poverty and increasing self-sufficiency for residents of coastal North County; supporting and inspiring vibrant Jewish life in coastal North County; stimulating renewal, service, and social activism in Jerusalem, Israel; and building strong connections and relationships between San Diego and Israel.

In 2012, the Leichtag Foundation purchased the former Paul Ecke Ranch in Encinitas, California. The Foundation’s goal for this 67.5-acre agricultural property is to create a physical platform for the advancement of the strategies listed above and a cultural and community resource for the San Diego region. With breathtaking views of the Pacific Ocean, a network of greenhouses, barns and other structures, and easy access for the public, the Ranch is situated in an ideal North County location.

### About the Farm at the Leichtag Foundation Property

The Farm is a community farm program that integrates the practices of Jewish tradition and sustainable agriculture to grow and share healthy food, care for the land, and help and strengthen connections between neighbors. Through hands-on educational experiences and produce donations to neighbors that need it most, the Farm is fostering a vibrant and sustainable community that grows, seeds, and shares.



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The Farm consists of mixed gardens, an orchard/food forest, animal pastures, composting, and a vineyard, all in various stages of development. It is also adjacent to a botanical garden, school farm, YMCA, senior retirement village and heritage museum, and is one mile from the beach and downtown Encinitas.

Ultimately, this program which is incubated by the Foundation will spin off to become a separate 501(c)(3) nonprofit organization. Once the Farm is its own independent organization, it will be funded through a diverse revenue mix, including philanthropic partners and social enterprises.

### **General Apprentice Qualifications**

Please refer to the Apprenticeship position descriptions on pages four through seven for the specialization area desired to view the full qualifications list.

- Relevant work experience OR a relevant college degree preferably within the specialization area for the desired apprentice position.
- Eagerness to learn evolving agricultural systems.
- Knowledge of or strong interest in learning and educating about Jewish traditions, texts, narrative and rituals.
- Interested in working on a developing farm and learning from the ground up.
- Ability to work well as part of a team and independently with an entrepreneurial spirit.
- Ability to work with heavy machinery, including tractors, bobcats, power tools, etc.
- Routinely move farm produce, feed and other materials weighing up to 50 pounds

### **Working Hours and Program Timeframe**

The Apprenticeship is a 12-month position that neither guarantees nor precludes further employment with the Farm. Duration of the apprenticeship runs from Fall 2015 through Fall 2016. Each Apprentice position is full-time, working 40 hours per week which includes significant weekend duties.

### **Compensation**

This is a paid apprenticeship program. Apprentices will also receive on-site housing and health insurance.

### **Typical Working Conditions**

Apprentices will work outside on the farm. The Apprentice must be capable of moving objects and vehicles as needed. There will be exposure to Southern California outside temperatures, agricultural operations and loud noises.

### **Essential Physical Tasks**

Continual walking, standing, climbing, stooping, bending, kneeling, reaching, lifting and carrying.

### **Application Process**

Please email your résumé and cover letter to [jobs@leichtag.org](mailto:jobs@leichtag.org) by **July 30, 2015**, and specify which Apprenticeship position for which you are applying.

After the Leichtag Foundation has reviewed all submitted résumés and cover letters, applicants being considered for the Apprenticeship will be invited to apply and receive an application to complete by



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**August 15, 2015.** Interested applicants should plan to be available (in-person or by Skype) for two panel interviews, and possibly one phone interview. The ideal start date for is September 16<sup>th</sup>.

The Leichtag Foundation is an equal opportunity employer. For more information about the Farm and Leichtag Foundation, please see [www.leichtag.org](http://www.leichtag.org).

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### Apprenticeship Position Requirements and Qualifications

#### **Animal Husbandry & Composting Apprentice Position Overview**

The Animal Husbandry & Composting Apprentice will care for existing farm animals, help create necessary facilities and processes for the care of current and future animals, and educate staff and community members, including young children, in animal husbandry best practices that are in line with the Farm's specific management goals (e.g., biodynamic, organic, humane, etc.). The Apprentice will also be responsible for tending the production and education components of the Farm's composting operation.

#### **Responsibilities**

- Create animal husbandry implementation plan that includes choices on animal species and breeds, care manual, infrastructure and systems design.
- Assist with the design, construction, and maintenance of necessary animal facilities, including barns, fences, gates, coops, pens, troughs, shade structures, etc.
- Acquire specified animals and raise them with animal husbandry best practices, maximizing ecological stewardship and animal welfare.
- Be available to care for animals 6-7 days per week, and work with other staff, apprentices and volunteers/CSA worker members to develop a shared feeding and on-call schedule.
- Consult with Farm Lab and/or other outside organizations on their animal husbandry programs.
- Assist with locating compost piles, sourcing adequate valuable material for composting, building piles on a regular, frequent basis, and maintaining and testing piles to ensure quality and safety.
- Develop production scale, educational composting systems such as vermicomposting, in-vessel and bokashi.
- With Farm Team, design and deliver animal husbandry educational programs, compost educational activities, and volunteer opportunities for people of all ages.
- Develop an effective, food-safe, legally sound plan for marketing/using/selling animal products from the Farm.
- Train and supervise volunteers and, when relevant, other Farm Team staff, to perform animal and compost maintenance tasks.
- Operate tools and heavy machinery necessary for the animal husbandry and composting operations, including tractors, trucks, etc.
- Maintain rigorous records of practices and budgets (i.e. standard operating procedures, schedules, educational activity notes and budgets, etc.).
- Attend Farm Team and other relevant meetings, report on animal husbandry implementation plan and composting operations, and coordinate projects with the Farm Team's other relevant projects.



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### Qualifications / Experience

- At least 3-4 years of relevant work experience OR a relevant college degree, especially within the field of small-scale/sustainable animal husbandry.
- Minimum of 3 years of management experience with strong track record of people management.
- Familiarity with the fundamental tenets of composting, including controlling carbon-to-nitrogen ratios, moisture, size and shape, temperature, and application.
- Experience with a wide variety of animals, including chickens, sheep, goats, and cows.
- Ability to manage multiple projects at once and strong track record of leading successful programs.
- Strong and proven communication, administrative and management skills.
- Passion for sustainability, community, diversity, sharing, and innovation.
- Eagerness to learn evolving agricultural systems.
- Knowledge of or strong interest in learning and educating about Jewish traditions, texts, narrative and rituals.
- Ability to work well as part of a team and independently with an entrepreneurial spirit.
- Ability to work with heavy machinery, including tractors, bobcats, power tools, etc.
- Routinely move farm produce, feed and other materials weighing up to 50lbs.
- Skilled in Microsoft Office.

**Reporting Relationship:** The Animal and Compost Apprentice reports to the Director of Agricultural Innovation and Development and is supported by the Animal Husbandry and Compost Team.

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### Educational & Programming Apprentice Position Description

The Apprentice will help plan and execute educational and other programming for the Farm, in coordination with the Farm Program Team and Leichtag Foundation Communications & Marketing staff. In addition, the Apprentice will assist the Farm Program Team in designing long-term educational content and curricula for the Farm.

### Responsibilities:

- Help create and run educational programs on the Farm including Jewish educational programs for people of all ages, including but not limited to early childhood, teens, adults, seniors and young and beginning farmers. Program themes to include organic gardening, homesteading, Jewish farming, permaculture, biodynamics and more.
- Research & design long-term educational content and/or curricula for the Farm.
- Lead tours of the Farm and provide support at various events.
- Educate visitors about farm and garden techniques and environmental stewardship.
- Research agricultural education best practices and train Farm Team staff in them.
- With Farm Team and Leichtag Foundation Marketing & Communications staff, develop educational and other programs for community members.
- Attend Farm Team and other relevant meetings, report on education and other programming, and coordinate with the Farm Team's other relevant projects.
- Train and supervise volunteers in coordination with other Farm Team staff focused on educational farm programs.



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- Consult with Farm Lab and/or other outside organizations on their educational programs.
- Help with various farm-related projects.

#### **Qualifications / Experience**

- At least 3-4 years of relevant work experience OR a relevant college degree, especially within the fields of agricultural or environmental education.
- Familiarity with agricultural, Jewish and/or Jewish agricultural concepts that may be relevant to the content of the Jewish Community Farm.
- Eagerness to learn evolving agricultural systems.
- Knowledge of or strong interest in learning and educating about Jewish traditions, texts, narrative and rituals.
- Ability to work well as part of a team and independently with an entrepreneurial spirit.
- Ability to lift at least 50lbs.

#### **Reporting Relationship**

The Educational & Programming Apprentice reports to the Farm Program Director and is supported by the Farm and Outreach Team.

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#### **Food Forest & Nursery Apprentice Position Description**

The Food Forest and Nursery Apprentice will assist the farm team to acquire, propagate and care for plant material, including both perennials and annuals—fruit trees, CA natives, herbs, berries, tubers, cacti, pioneer species, and non-edibles—for landscaping at the ranch and within the site’s 5+acre food forest. The Apprentice will also help design, plant, and care for the food forest and orchards, while coordinating volunteers to assist with the work and help lead classes and workshops for the public.

#### **Responsibilities**

- Maintain, improve & expand nursery operations to achieve maximum efficiency and plant vitality.
- Help create and implement plan for a long-term educational nursery operation as a revenue source and educational opportunity for community members.
- Acquire and plant material, including cuttings, seeds, and whole plants, that would be valuable for landscaping at the ranch, especially within the food forest.
- Care for existing plant material by designing, building and maintaining stable outdoor hardening-off area with efficient watering system.
- Maintain rigorous records of practices and budgets (i.e. standard operating procedures, schedules, and budgets, etc.).
- Develop signage for the food forest and nursery areas.
- Develop standard operation procedures for care and maintenance of fruit trees and other perennials on site.
- Learn seed saving, seeding, pruning, propagation and grafting techniques, and employ them to expand and diversify the Farm’s plant collection.
- Educate community members on agricultural and/or silvicultural concepts and techniques including but not limited to youth, adults, seniors, and young and beginning farmers/horticulturists.
- Consult on plant propagation, selection, placement, planting and care, as well as other relevant



topics, related to outside consulting services (e.g. Farm Lab).

- Attend Farm Team and other relevant meetings, report on food forest and nursery progress, and coordinate with the Farm Team's other relevant projects.
- Train and supervise volunteers and, when relevant, other Farm Team staff and volunteers/CSA worker members, to perform tasks relevant to the food forest and/or nursery.

### **Qualifications / Experience**

- At least 3-4 years of relevant work experience OR a relevant college degree, especially within the fields of fruit tree production, nursery operations, horticulture, or forestry.
- Minimum of 3 years of management experience with strong track record of people management.
- Experience in permaculture, food forest and nursery management preferred.
- Eagerness to learn about fruit trees and perennials, their methods of propagation, planting, pruning, grafting, seeding, and care.
- Knowledge of or strong interest in learning and educating about Jewish traditions, texts, narrative and rituals.
- Strong and proven communication, administrative and management skills, and is detail oriented.
- Passion for sustainability, community, diversity, sharing, and innovation.
- Ability to work well as part of a team and independently with an entrepreneurial spirit.
- Ability to work with power tools.
- Routinely move farm produce, feed and other materials weighing up to 50lbs.

### **Reporting Relationship**

The Food Forest and Nursery Apprentice will report to the Director of Agricultural Innovation and Development and will be supported by the Food Forest and Nursery Team.

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### **Vegetable Production Apprentice Position Description**

The Vegetable Production Apprentice will assist the Farm Team in planning, implementing and managing a diversified vegetable, herb and flower operation, including both greenhouse and field production. The Apprentice will participate in all aspects of the farm operation including business management, crop planning, growing, processing and distributing produce. The Apprentice will also assist with educational programs and events on the Farm.

### **Responsibilities**

- Help Production Farm Team manage a growing greenhouse operation geared toward production of vegetables, herbs and cut flowers.
- As necessary, seed, transplant, water, weed, and harvest plants for production.
- Regularly test soil, water and plants for chemicals, diseases, and pests, and respond to situations using ecologically sustainable and efficient best practices.
- Help manage field crop production including crop planning, soil management, irrigation, propagation, cultivation, fertigation, pest and disease management, harvest and post-harvest processing.
- Assist with construction and care of facilities, including greenhouse and greenhouse inserts, post-harvest processing, storage facilities, and farm stand.
- Assist in marketing, sale and donation of produce, herbs and cut flowers. This may require



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staffing a farm stand, coordinating the CSA. Tabling at farmers market(s), and/or delivering material to stores or food pantries.

- Work with the production team to maintain rigorous records of practices and budgets (i.e. standard operating procedures, schedules, and budgets, etc.).
- Assist with developing an effective, food-safe, legally sound plan for marketing and using/selling the products from the Farm's operation.
- Consult with Farm Lab and/or other outside organizations on vegetable production.
- With Farm Team, develop vegetable production programs for community members including classes for youth, adults, seniors and young and beginning farmers.
- Attend Farm Team and other relevant meetings, report on vegetable production implementation plan, and coordinate projects with the Farm Team's other relevant projects, including composting, nursery, and educational/programming.
- Train, supervise and educate volunteers and, when relevant, other Farm Team staff and volunteers, to perform tasks related to vegetable production.
- Operate tools and heavy machinery necessary for vegetable production, including tractors, trucks, flame weeders, power tools, and other.

#### **Qualifications / Experience**

- At least 3-4 years of relevant work experience OR a relevant college degree, especially within the fields of organic/biodynamic farming focused on vegetable production and Community Supported Agriculture.
- Minimum of 3 years of management experience with strong track record of people management.
- Experience with a wide variety of edible plants.
- Familiarity with organic/biodynamic field production.
- Familiarity with intensive greenhouse growing.
- Eagerness to learn evolving agricultural systems.
- Knowledge of or strong interest in learning and educating about Jewish traditions, texts, narrative and rituals.
- Ability to manage multiple projects at once with strong track record of leading successful programs, and is detail oriented.
- Strong and proven communication, administrative and management skills.
- Passion for sustainability, community, diversity, sharing, and innovation.
- Ability to work well as part of a team and independently with an entrepreneurial spirit.
- Ability to work with heavy machinery, including tractors, power tools, etc.
- Routinely move farm produce, feed and other materials weighing up to 50lbs.
- Skilled in Microsoft Office.