



Job Description

Title:	Farm Officer (Market Garden)
Department/Group:	Farm
Reporting To:	Farm Manager
Contract Type:	1 Year (With 3 Months Probation)
Location	Fikirini, Kwale County, Kenya

About MaGreen Morganics

MaGreen Morganics is an agriculture-based start-up that uses natural regenerative and organic farming methods to grow nutrient-dense food, while inspiring small scale farmers and communities around Kwale and Kilifi Counties at the Kenyan Coast to do the same. We aim to meet an insatiable need for quality organic foods from mushrooms, vegetables, fruits, poultry, animal products, and so much more.

We focus on growing the soil, growing food and growing people. Our first priority is soil health and the environment. We believe that we can turn the most degraded land and depleted soil into one of the most fertile soil through regenerative farming practices. Healthy soil enables us to grow nutrient-dense food. We do not use and do not promote the use of chemical fertilisers and pesticides in farming - instead, we believe that we can grow healthy organic food that is good for people and also for the environment. Finally, we believe in empowering and learning from the people we work with and the community we live in. Through our demonstration farms, we can inspire other small scale farmers to practise regenerative and organic farming that will help tackle food insecurity, while providing livelihoods to many farmers at the Kenyan Coast. And by building an ever-growing and networked community of natural regenerative farmers, we can scale the growth of healthy soils, food and people.

Learn more about us on social media @MaGreenMorganics: [Facebook](#), [Instagram](#), [Twitter](#), [LinkedIn](#) and [YouTube](#).

Purpose of the Role

Reporting to the Farm Manager, the Farm Officer (Market Garden) will be responsible for the overall production of high quality and nutrient-dense vegetables and fruits at the Fikirini Farm market garden. This includes, but is not limited to planning, nursery management, planting, nurturing, pest & disease management, harvesting and packaging of the market garden produce.

Duties and Responsibilities

You will have specific responsibilities for the following:

1. Planning

- In collaboration with the Farm Manager, undertake overall planning and budgeting for the market garden and fruit enterprise.
- Contribute to the development of the standard operating procedures and guidelines for the market garden and fruit growing operations.
- In collaboration with the Farm Manager, outline the equipment, supplies and materials, seeds & seedlings, and anything else required for the smooth operation of the market garden and fruit enterprise.

- d. Contribute to the development of, and undertake implementation of contingency plans based on anticipated unfavourable events e.g. adverse weather, pest and disease attack etc.

2. Compost Preparation

- a. Responsible for the design, set up and management of a compost system, ensuring that there is a constant supply of high quality compost each week.
- b. Ensure that all supplies required for high-quality compost preparation is in place to ensure uninterrupted supply of compost.

3. Nursery Management

- a. Setup, maintenance and repairs of all the seedling nurseries and beds on the farm. Propose improvements to the design and setup of the nursery infrastructure based on ongoing use.
- b. Responsible for the selection of high quality seeds and other propagation materials, manage the propagation process and seedling management (including watering, fertilisation and pest management), resulting in strong and high quality seedlings that are ready for transplanting or the market.
- c. Ensure that adequate and high quality seedlings are available on time to meet the planting schedule and/or customer requirements.
- d. Responsible for organising, labelling seedling trays and sections, and maintaining accurate nursery records.
- e. Responsible for seedling hardening and other preparations for transplanting.

4. Crop & Fruit Tree Management

- a. Responsible for planting holes and beds preparation to the specified design and standards and for compost and soil amendments application to recommended specifications.
- b. Properly label the beds with the irrigation block system in place for easy tracking in the crop planning calendar and identifying current crops on a bed.
- c. Responsible for seedling hardening, transplanting, mulching and watering.
- d. Ensure regular irrigation and watering of the vegetables and fruit trees, as per the requirements of each crop.
- e. Undertake regular weeding, pruning of trees as needed and thinning of vegetables to ensure optimal production.
- f. Research on, prepare and apply organic fertilisers at different stages of the crop lifecycle e.g. during flowering, fruiting, etc.

5. Pest & Disease Management

- a. Perform daily rounds and checks on plant health to identify pest or disease infestation and keep a record.
- b. Research on organic integrated pest management (IPM) and ensure the most effective approach is applied at the Fikirini farm. If needed, be responsible for the preparation of organic pest & disease management solutions.
- c. Apply organic sprays and remedies to mitigate or reduce infestation by pests or diseases.

6. Harvesting, Packaging & Marketing

- a. Responsible for harvesting, cleaning, sorting, grading, packaging and loading of products for transportation to the market.
- b. Take part in the sale of the products on the different market days as produce becomes available. This might involve the delivery of produce to the market using the company motorbike or car.

7. Records Management & Reporting

- a. Record information about crops like seed sowing date, seedling transplanting dates, crop period to maturity and harvest dates and end of crop season.
- b. Keep a record of the amount of soil additives, amendments and compost used per bed.
- c. Keep a record of crop yields per bed to help with better planning for future seasons.
- d. Keep a record of plant rotations to stay on top of reducing pest infestation and soil depletion.
- e. Keep a record of plant pests and diseases and any remedial action(s) taken.
- f. Inspection of crops and fruit trees on the farm and inform management of progress or any issues to be addressed.
- g. Undertake monthly equipment inventory on the farm.
- h. Maintain a record of farm inputs e.g. seeds, soil amendments & fertiliser, pest management solutions, and other inputs, and ensure management is informed 5 days in advance when restocking is required.
- i. Undertake daily, weekly and monthly reporting to the Farm Manager and Managing Director.

8. Other Duties and Responsibilities

Other duties that may arise from time to time as delegated by the Farm Manager and/or the Managing Director.

Key Performance Metrics

This role will be measured against the following key performance metrics:

- Number of beds prepared for planting.
- Number of holes dug and prepared for planting.
- Amount and quality of compost produced weekly.
- Quality and timeliness of seedlings produced from the nursery.
- Number of trees planted.
- % of trees that survive.
- Number of vegetable seedlings planted.
- % of seedlings that survive.
- Weight & quality of produce from the farm.
- Timeliness & quality of reports from field activities.
- Instances of pests and diseases mitigated.
- Successful mitigation or control of pests and diseases infestation.

Person Specifications

Qualifications	Essential	Desirable
Educated to (at least) diploma level in the field of agriculture or equivalent.	✓	
Experience & Knowledge	Essential	Desirable
Minimum 2 years experience in the field of organic farming or general agriculture (with an openness to embrace organic farming).	✓	
Practical experience growing vegetables and/or fruit trees.	✓	
Knowledge of regenerative agriculture, food forests and agroforestry.		✓
Driving experience (with a valid driving licence for Class B vehicle or motorbike).	✓	
Skills	Essential	Desirable
Self-managed and proactive in the job.	✓	
Time management with ability to multitask and prioritise.	✓	
Communicates effectively and relates well with customers and colleagues.	✓	
Possesses planning and problem solving skills.	✓	
Demonstrates and practices accountability.	✓	
Attentive to details and has good reporting skills.	✓	
Attributes	Essential	Desirable
Physical strength and stamina.	✓	
Respects authority and follows the code of conduct.	✓	
Displays resilience, courage, creativity and integrity.	✓	

Willingness to learn and improve themselves.	✓	
Organised, flexible and able to prioritise.	✓	
Ability to deal with confidential matters and act with discretion.	✓	
Flexible approach to work, including working hours when required.	✓	