



*Farmer owned, 'āina grown –
from our trees to your table.*

Farmer-Member Coordinator – Position Description
Start Date: Immediately

Position Title: Farmer-Member Coordinator

Location: Hawai'i Island

About the Position: The Hawai'i 'Ulu Cooperative (HUC) Farmer-Member Coordinator will be the primary point of contact for over 100 breadfruit growers on Hawai'i Island, Maui and O'ahu. This person will build upon and enhance HUC's existing farmer outreach and education program in order to increase production capacity as well as farmers' understanding and adoption of breadfruit agroforestry practices, and to provide farmers with guidance and assistance to improve their overall fruit quality, yield and profitability. Networking and providing assistance to the broader breadfruit industry within Hawai'i and the Pacific Islands region will also be conducted as resources allow. As an agricultural cooperative, each of our farmer-members is an equal owner and primary stakeholder of the organization. This position will play a key role in the long-term success of HUC's integrated value chain by cultivating strong relationships with and between farmers to help create a thriving 'ulu industry across Hawai'i.

This position requires a high degree of teamwork, responsibility, detail orientation, and communication skills, both in writing and verbally. This position must interact positively and constructively with all HUC member-farmers, staff, suppliers, customers, contractors, consultants, and the community.

Reports to: HUC General Manager

About the Organization: Hawai'i 'Ulu Co-op (HUC) is a farmer-owned business working to revitalize 'ulu or breadfruit as a viable crop and dietary staple by empowering farmers as change-makers in Hawai'i's food system. Formed in 2016 with 9 small, diversified growers on Hawai'i Island, HUC has grown to over 100 member-farms on Hawai'i Island, Maui, and O'ahu, and is now the foremost breadfruit farmer organization in Hawai'i. By working together, HUC farmers are able to offer consistent, high-quality 'ulu products that are delicious, versatile, local, healthy, accessible, and sustainable. The co-op is committed to the revival of 'ulu to strengthen Hawai'i's food security and to the value of mālama 'āina – care or protection of the earth – by using environmentally responsible production methods. *Our vision is a thriving cooperative that sustains and uplifts producers, consumers, and society as a whole.*

Essential Functions

- Build and maintain excellent relationships with member-farmers and other agricultural organizations in Hawai'i.
- Establish and maintain farmer-to-farmer communication platform.
- Visit farmers in-person regularly to gather up-to-date production information and to assess needs.



Hawai'i 'Ulu Producers Cooperative

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- Travel throughout Hawai'i Island on an ongoing regular basis to conduct farmer consultations and to other islands to meet with farmers at least once per quarter.
- Track farmer understanding and adoption of breadfruit agroforestry practices through regular communication by phone and email, and annual farm visits.
- Set and follow farmer outreach schedule to ensure goals are met and plans are executed expediently.
- Conduct farmer education in-person and remotely, in both group and one-on-one settings.
 - Work constructively with other farmer education entities throughout Hawai'i State and the broader Pacific Islands region, as resources allow.
 - Create best practice management guides, SOPs, and other resources to help improve farmers' production results.
- Maintain HUC's farmer database correlating practices, tree varieties and locations with various production metrics; track and report on key results regularly.
- Assist farmers with pest, disease, and nutrition management decisions, working with various private and public entities, such as the University of Hawai'i, when necessary.
 - Collect on-farm soil and tissue samples for nutrient analysis.
 - Compile agronomic, technical and economic information from growers and other data sources to inform agroforestry tools and best practices that will advance farmer capacity, understanding, and adoption.
- Assist in grant writing and reporting for farmer outreach initiatives.
- Work in collaboration with HUC manager, staff and contractors to ensure successful implementation of above tactics, and to set monthly, quarterly, annual and longer-term goals, tactics and OKRS for farmer outreach and capacity building.

Competencies

1. Prior experience and success in agriculture in Hawai'i and/or the broader Pacific Islands region.
2. Excellent personal and communication skills, both verbally and in writing.
3. Performance and time management.
4. Orientation to detail and continuous learning.
5. Comfortable with public speaking.
6. Diplomatic and able to work through conflict.

Supervisory Responsibility

This position has no direct reports.

Work Environment

This position may work remotely part of the time, but will be expected to work semi-regularly in person at HUC's Kona and/or Hilo facility. Much of the time, the member-farmer coordinator will travel directly to member farms to conduct consultations.

Physical Demands



The physical demands described here are representative of those that must be met by the staff member to successfully perform the essential functions of this job. The demands of this job may be strenuous at times, requiring extended periods of time in various weather conditions, sitting, standings, walking and talking. The staff member must be able to lift up to 50 pounds, and may occasionally need to squat or climb.

Position Type/Expected Hours of Work

Work demands of this position are year-round, and are expected to average 40 hours per week, 50 weeks per year. Daily hours of work are flexible and can be designed with the GM.

Travel

This position will be asked to travel regularly to visit member-farmers throughout Hawai'i Island using a personal vehicle. Travel costs will be reimbursed at the current GSA rate for use of a POV. Travel to visit farms on other islands throughout the state will be expected quarterly and all related expenses will be covered by the co-op.

Required Education and Experience Qualifications

1. Undergraduate degree in agriculture, environmental science, natural resource management, or closely related subject is preferred.
2. Relevant agricultural and/or agroforestry experience in Hawai'i.
3. Data collection and analysis experience.
4. Ability to learn and use various computer/tablet software, such as the NRDS Aina App.
5. Technical proficiency in Microsoft Office and Google Drive (docs, sheets, slides).
6. Minimum one-year residency in Hawai'i (does not need to be contiguous with employment).

Preferred Education and Experience

1. Previous success in Hawai'i agriculture.
2. Knowledge of 'ulu (breadfruit) production.
3. Proficiency with GIS.
4. Individuals with work and lived experiences that align and complement the organization's mission and vision.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Compensation & Benefits

Pay is salaried and competitive for early career agricultural professionals in Hawai'i based on skills, qualifications and experience, and includes full medical benefits as well as 20% off all co-op products. There are also opportunities for bonus pay in cases of exceptional performance linked to strategic milestones. In addition, through HUC's partnership with ProService,



employees qualify for additional perks including access to great offers from local businesses such as discounted movie tickets or health and fitness deals; a Flexible Spending Account (FSA) that allows for the use of pre-tax dollars to pay for eligible out-of-pocket expenses and lower IRS reported income, which saves you money; and Voluntary Insurance options that are portable and can be taken with you should your employment status change.

To Apply

Send resume to info@eatbreadfruit.com by September 1, 2021. Applications will be considered on a rolling basis.

Hawai'i 'Ulu Co-op strives to foster a diverse, equitable, and inclusive culture focused on continuous learning and welcomes individuals with work and lived experiences that align with and complement the organization's mission and vision. The co-op does not discriminate in employment opportunities or practices on the basis of race, color, religion, national origin, age, size, sex, sexual orientation, marital status, disability, or any other characteristic protected by law and is an employment-at-will company. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

