

HĀNA ★ RANCH

Orchard and Natural Resource Manager

Position: Orchard and Natural Resource Manager

Type: Salaried, Exempt

Location: Hāna, Maui, Hawai'i

Our Culture

Hāna Ranch is a 3600-acre working cattle ranch and diversified organic farm in Hāna, Hawai'i. It is one of the last places in Hawai'i untouched by urbanization. Hāna's ranch operations integrate grass-fed livestock production with a breeding herd of 500 cows, fruit tree orchards, horseback touring & agritourism, and landscape stewardship. Additionally, the ranch owns and operates a private-owned water utility that serves a portion of the community of Hāna. With its rolling green pastures, lush coastal rainforests, rich cultural legacies, and environmental and agriculture resources, Hāna provides an ideal setting to showcase a regenerative land-use model in a tropical environment.

We are truly honored to hold the responsibility of this remarkable land. We aim to weave together resources and community to nurture a thriving economy that will benefit the community of Hāna and Maui for generations. Our operating plan includes:

1. **Protecting working land** through agricultural investments and diversification.
2. **Promoting ranching and farming** that feeds a community and improves the health of the land.
3. **Supporting community efforts** that build the future of Hāna and protect its natural resources.

Position Overview

Hāna Ranch is seeking an experienced Orchard and Natural Resource Manager (ONRM) to support the Ranch Manager in the management of existing orchard and silvopasture operations; in the design and installation of a silvopasture orchard expansion; and in the development and execution of a coordinated, holistic operational program for the Ranch's natural resources. The orchard operations currently encompass around 20 acres of breadfruit, citrus and banana production, as well as a wholesale marketing program and the associated administrative and logistical activities required. The design and expansion of the orchard operations will focus on increasing the breadfruit production to around 1600 trees over 100 acres. In addition to expanding current fruit production, the ranch is also exploring additional tree plantings including hardwoods and other trees and crops suited for growth in a tropical environment. The natural resource management program spans the full 3,600 acres of ranch lands and currently includes pasture reclamation work and ongoing vegetation management. The ONRM reports directly to the Ranch Manager and will also work with other Hana Ranch staff to support overall ranch operations.

Primary Duties

Orchard Operations

- Manages all aspects of the Ranch's orchard fruit production, including planting, propagating, maintaining, and harvesting.
- Manages the orchard tree health program including the integrated pest management (IPM) program and the application of nutrients, fertilizers and other amendments.
- Manages the staff training and operations of all light equipment used to maintain orchard areas, including hand tools, mowers, ATVs, tractors and various implements for any equipment.

- Manages the ongoing maintenance, repairs and improvements to all orchard-related infrastructure including fences, water lines, roads, greenhouses, wash-and-pack, and cold-storage facilities.
- Works with the Ranch Manager to coordinate Ranch Staff support in orchard operations as needed, including during harvest periods and projects requiring additional support and/or heavy equipment operations.
- Manages all product marketing processes, including cold chain and storage, wholesale and retail vendor account management, coordination with our bookkeeping and accounting resource, and product quality control.
- Maintains all required programs for sanitation, product processing, worker welfare, and workplace safety.

Orchard Design and Expansion

- With the support of the Ranch Manager, leads the design and implementation of additional orchard acreage and all related infrastructure construction.
- Identifies and cultivates partnerships with outside resources to ensure that orchard design and expansion are successful, including contracting with an orchard planning consultant, working with ecological design and assessment resources, and identifying vendors for tree and infrastructure installation.
- Continues professional development around the cultivation of trees and crops suitable for Hana Ranch, including breadfruit, citrus, bananas, cacao, coffee and others.
- Maintains and expands the current silvopasture program and utilizes outside resources for professional development in the management of silvopasture systems.
- Builds the budget for all orchard investment activities, provides ongoing updates to Ranch Manager, and manages all projects according to budget guidelines.

Natural Resource Management Program

- Works alongside the Ranch Manager and Ranch staff to develop a holistic Natural Resource Management Program that coordinates resources and fully integrates the team's efforts.
- Leads the ongoing vegetation management program, ensuring all activities are consistent with the Ranch's principles of land stewardship and the overall ranch vision.
- Provide day-to-day and long-range strategic support to and collaboration with Ranch staff by participating in team meetings and communicating priorities and project status.

Business Administration and Planning

- Works with the Ranch Manager to develop the annual budgets and multi-year forecasts for the Orchard and Natural Resource Management Program.
- Works with the Ranch Manager to project capital expense and plan for investment processes to expand the Orchard program.
- Is responsible for monthly financial performance review for the Orchards and Natural Resource Management Program.
- Works with the Ranch Manager and Office Manager to support and coordinate with our accounting and bookkeeping resource, supports regulatory compliance reporting, human resource administration, and other general administrative processes associated with both the Orchard and Natural Resource operations.

General Ranch Operations Responsibilities

- Supports the Livestock Operations team as needed with daily tasks, herd movements, cattle sorting, and other activities.
- Operates ranch vehicles and support hauling of supplies for general ranch use.

- Celebrates the Hāna Ranch story internally; speak with passion and knowledge about our culture, stewardship, environmental goals, and the product that we produce; and works with all staff members to strengthen our workplace culture.

Candidate Qualifications

- Five or more years of Orchard and/or Silvopasture management experience
- Undergraduate degree in relevant area of agronomics, orchard management, arboriculture, or other focus area, as well as interest in ongoing professional development
- Proficient in light equipment operation relevant to orchard management
- Proficiency in theory and application of IPM programs
- Experience managing small teams
- Comfortable working with and/or around livestock
- Proficient verbal, phone, and written communication skills
- Proficient with word processing and excel spreadsheet construction and management
- Strong organizational skills, detail-oriented, and works with a high degree of accuracy
- Shows professionalism and poise when dealing with guests, customers and co-workers
- Ability to work weekends and evenings if and as needed
- Maintains a valid driver's license
- Maintains reliable transportation to and from the ranch headquarters
- Minimum of two professional references

Compensation

Starting salary range is \$75,000 - \$90,000, depending on level of experience and qualifications. Employees may be eligible to participate in a benefits package, which includes medical coverage that starts at 30 days of employment. Other benefits include a flex PTO policy.

Application Process

Candidates should send a cover letter outlining their experience, resume, available start date, contact information and professional references with contact information to recruiting@augustpoint.co. Qualified candidates will be contacted directly. No phone calls please.