



## Crist Bros. Orchards, Inc.

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[www.cristapples.com](http://www.cristapples.com)



Job Posting: Farm Manager  
Date: January 2024

Crist Bros. is a wholesale apple grower and packer located in New York's Hudson River Valley, 90 miles north of New York City. We farm over 650 acres of high density apples divided between 9 growing sites in two counties: Orange County and Ulster County. The farm is family owned and operated with four members of the Crist family engaged in the everyday of the business.

Crist Bros. is looking for a Farm Manager to manage daily operations of its 4 Orange County farms. The Farm Manager will be part of the senior management team. The right person will be self-directed and driven as this position requires significant autonomy to execute the growing strategy. The Farm Manager will be someone that is ready to integrate with our existing team, be flexible sharing resources across the company, be happy to pitch in to do the work required, and constantly drive efficiencies in the orchard. This is a field role, with limited desk work, but a great deal of effort in the orchard focused on apple production and crew management.

Crist Bros. is an ever expanding and progressive operation committed to growing outstanding apples. We keep a constant eye to the future and are focused on orchard improvement, team development, and keeping the business successful for generations to come.

### Responsibilities

- **Primary focus** - Manage daily operations of the 4 apple orchard sites in Orange County, NY, consisting of the company's southern half of acreage that includes ~300 acres and over 300,000 bushels of wholesale fresh apples and one hard cider processing orchard (Angry Orchard Innovation Cider House).
- Execute the growing strategy from spray application to training and managing the labor force.  
The following items are essential for success in this role:
  - o Labor efficiency and labor ROI on all tasks
  - o Developing employees skills from operators to supervisors
  - o Food safety, Employee safety, and Pesticide safety
- Take responsibility for doing whatever it takes to grow the most profitable crop possible with the cards Mother Nature deals.
- Assist in covering for other senior management team members.
- Specialize in specific duties on behalf of the entire operation.

### Organizational Structure & Operations

- Report directly to the executive team (owners).
- This role has a counterpart in Ulster County to the north, covering the other half of the acreage. Regular communication and shared resources between the two Farm Managers and VP of Operations (Joel Crist) is necessary for our success.
- The Orange County team is a collaborative workforce that fluctuates through the season significantly from a very small team of 10 or less in the winter to over 60 in our harvest season. This would include 3-4 team leaders/farm supervisors and 6 chemical applicators.
- We have shared resources between the Orange County team, the Ulster County team, and the Packing/Storage teams. Labor and energy needs to go into the most important aspects of the company at any specific time.

## **Capabilities**

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- **Required** (applicants must meet all 4 of these requirements to be considered)
  - o Bilingual Spanish/English, moderate fluency in both at a minimum
  - o 3 years farm experience managing agricultural operations
  - o Experience in a supervisory role
  - o Experience in pesticide applications
- Not required but desirable
  - o Specific experience with apple production
  - o Private or Commercial Pesticide Applicators license (*If Farm Manager does not have it they will be required to get it within 18 months of starting the job*)
  - o Commercial Driver's License (CDL) (*Farm Manager should work to get a class B license within 18 months if they do not already have it*)

## **Compensation**

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- Average annual compensation range from \$80,000 to \$120,000 depending on experience and skills.
- 12 PTO days & 6 paid holidays
- Profit share participation after 1 year of employment
- Medical insurance available
- Relocation package available
- On-farm housing possibilities
- Short Term & Long Term Disability coverage
- Extra unpaid time off is available during winter months, if desired (to be offset with other management)

## **Work Schedule**

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- Typical work hours are adjusted by the season and needs of the company. The Farm Manager is responsible for covering the work that needs to get done which may require starting early, ending late, weekends, shifting schedules to account for weather, etc. Flexibility and stamina necessary.
- The company very rarely works 7 days a week. We try to keep it at 5 to 5.5 days a week during the off season (Nov-July), and maximum 6 full days during harvest (Aug-Oct).
- The crews typically work 8.5 hour days in the off season and 9-10 hour days in harvest.

## **Hiring Window & Start Dates**

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- This posting will remain open until a suitable applicant has been found
- Ideal start timing is no later than April 1<sup>st</sup> 2024

## **How to Apply**

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- Email resume and statement of interest to Joel Crist at [joel@crisapples.com](mailto:joel@crisapples.com)
- Questions? Contact Joel directly (text/call) at 845-629-0761 or [joel@crisapples.com](mailto:joel@crisapples.com)