



23856 Road 265 North  
Havre, Montana 59501  
406-394-2469

## **VALUE ADDED SPECIALIST**

*Permanent, year-round position, flexible compensation package, high leadership and growth potential*

Vilicus Farms is a 12,508 acre USDA certified organic dryland crop farm with a focus on sustainability and land stewardship. We grow over 20 species of grains, pulses, and cover crops in a 5-7 year rotation. We design our crop plan with integrated grazing to optimize soil health and resilience to the harsh climate conditions here in rural North Central Montana.

We are looking for a high-energy Value Added Specialist to join our team. This position will be responsible for growing our direct sales of a wide variety of farm products including both crop and livestock. Work will include everything from grain cleaning and bagging, to identifying opportunities for sales. This is a new position for the farm and a result of two value added grants received in 2023 for direct sales of rye. It is a position with long term growth opportunities. This position may work with the rest of the farm team as needed. The ideal candidate is someone who has lots of initiative and understands the importance of identity preservation of products from the farm. We have a small, close knit team and are looking for someone who shares our community mindset and commitment to stewardship.

Flexible compensation package could include housing, cell phone reimbursement, organic produce, and farm products, and use of shop space and tools for your personal or entrepreneurial endeavors outside of work hours. Vilicus Farms has an Employee Education Assistance Program. Employees who have a permanent full time status and have had a minimum of one year of service are eligible for reimbursement of up to \$2500 per year for qualified education expenses. Paid leave vacation and sick leave is included.

### **Value Added Specialist Responsibilities:**

- Maintain regular communication with the Farm Management Team
- Work with Farms Managers to determine annual value added sales plan and appropriate processing and marketing strategies
- Operating grain handling and cleaning equipment
- Handle infrastructure development for value added product enterprises
- Develop and maintain direct market relationships for value added products
- Create and distribute marketing materials and manage social media
- Operate tractors and trucks as part of farming operations as needed during seeding and harvesting seasons

- Manage other staff as needed to support value added operations
- Participate in weekly leadership meetings, team meetings, and semi-monthly strategic meetings.

**Qualifications:**

- Shares our core values of sustainability, organic land stewardship, community
- At least 2 years experience working in organic farming and/or food marketing.
- Independent thinker and problem solver
- Excellent communication skills, both written and oral.
- Experience with identity preserved farm direct sales
- Experience with using social media for sales
- Strong customer service ethic
- Bachelor's degree or equivalent life experience
- Can lift more than 50 lbs on a regular basis and stand or sit for long periods
- Can operate a manual transmission or stick shift vehicle

Starting pay based on experience. Flexible compensation package can include housing, utilities, cell phone reimbursement, organic produce, and farm products. Vilicus Farms has an Employee Education Assistance Program. Employees who have a permanent full time status and have had a minimum of one year of service are eligible for reimbursement of up to \$2500 per year for qualified education expenses. Paid leave vacation and sick leave is included. Schedule is variable and based upon the farming season.

**To Apply:** Please submit a cover letter, resume, and contact information for three (or more) references with "Value Added Specialist" in the subject line to [hannah@vilicusfarms.com](mailto:hannah@vilicusfarms.com)  
Applications will be accepted until a suitable candidate is found.