



# HMONG AMERICAN FARMERS ASSOCIATION

Hmong American Farmers Association  
149 Thompson Avenue East, Suite 210 | Saint Paul, MN 55118  
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www.hmongfarmers.com

- TITLE:** Farmer Advocate
- LOCATION:** **HAFA Farm** in Vermillion Township, MN, and occasionally in **HAFA Office** in West St Paul, MN
- COMPENSATION:** Salary starting at 55,000 Annual Salary – plus a generous benefits package.
- TIME:** Full time, Exempt.  
Regular working hours are Monday-Friday, 8:30am – 5:00pm.  
May be required to work occasional evenings and weekends.
- SUPERVISOR:** Farm Manager

**The Hmong American Farmers Association (HAFA)** is a membership based, social justice minded nonprofit organization that works with Hmong American farmers in the Twin Cities and the surrounding metropolitan area. The mission of the organization is to advance the economic, social, and cultural prosperity of these farmers and their families. Many Hmong farmers face numerous obstacles to farming, including lack of access to land, capital, training and alternative markets besides the farmers' markets. Through cooperative farming, education, and advocacy, HAFA works with Hmong farmers to create a path to wealth creation, not just income generation. HAFA was started by and is led by Hmong American farmers and uses an organizing approach to do its work.

### **Job Description:**

The Hmong American Farmers Association (HAFA) is seeking to hire a Farmer Advocate to provide technical assistance, support HAFA's farmer members, grow HAFA's membership, and work with the organization's strategic partnerships.

### **Responsibilities:**

Duties associated with this position include, but are not limited to:

- Supervising HAFA interns, volunteers and other seasonal workers.
- Working with HAFA's local, statewide, and national partners and allies.
- Collecting data for grant deliverables and filings.
- Supporting operations in the packing shed, providing aggregation and distribution services on behalf of Hmong farmers through the HAFA Food Hub.
- Possessing a proven record of sound judgement decision making.
- Regularly meeting with Hmong farmers and providing technical assistance and support on:
  - Trainings
  - Soil Health
  - Emerging Crops and Other Research Projects
  - Crop Insurance/Crop Mapping/Crop Planning and Crop Loss Claims Process
  - Federal Programs such as EQIP and CRP
  - Whole Farm Planning
  - Record Keeping
  - Farm Business Management
  - Farm Equipment Purchases
  - Accessing Microloans
  - Food Safety and Post-Harvest Handling
  - Sorting and Grading Produce
  - Supplying Produce for Customized Community Supported Agriculture.
- Using community organizing tactics and strategies to grow intergenerational and community wealth for Hmong farmers.
- Additional tasks and duties as assigned.



### **Qualifications & Experience:**

- Minimum of 1-3 years' experience in the agricultural, teaching, social work or community organizing sector
- Must have a valid driver's license and access to a safe, reliable, and insured vehicle
- Operate in a mission driven and fast-paced manner with tight deadlines and unpredictable weather conditions, all the while getting the work done
- Ability to adapt to different situations/environments
- Must be able to work with farmers and other team members
- Must be able to work outside and in diverse weather conditions
- Willing to undergo intense learning around technical issues in farming
- Be highly motivated with excellent interpersonal
- Bi-cultural communication skills
- Must be detail oriented, and a self-starter
- Possessing familiarity and interest with Hmong culture and customs is critical
- Ability to work some evenings and weekend hours may be required
- Must also be knowledgeable of Microsoft and other office related software programs
- Ability to speak the Hmong language is preferred

### **Essential Functions:**

The following position requirements are representative of those that will be encountered while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Environment**

- Indoor/outdoor environment subject to changing weather conditions and temperatures
- Uneven walking terrain and exposure to different fauna and foliage, including but not limited to forests, fields, riverbanks, and general offices.
- Subject to occasional exposure of dust, odor, dirt, noise and other conditions associated with farming.
- Changing priorities and interruptions.

### **Physical Demands**

- Sitting, standing, and walking for extended periods of time.
- Occasional lifting, pulling, carrying, pushing object(s) weighing up to 50 lbs.
- Occasional bending, kneeling, crouching, turning and twisting.
- Clarity of vision at varying distances to observe and/or use farming equipment, instruments, tools, manuals and other printed materials.
- Manipulate limbs such as legs, hands, and fingers to operate a variety of tools and equipment.
- Verbal, auditory, and written capabilities to effectively communicate in an articulate manner.
- Frequent driving of a vehicle to conduct work.

HAFA is especially interested in candidates who are committed to social, economic and racial justice. HAFA is a Hmong-led organization, and cultural diversity is important to us. Minorities and people of color (particularly Hmong) are encouraged to apply. HAFA is an equal opportunity employer.

**If interested, please send your cover letter, resume, and three references to: [HR@hmongfarmers.com](mailto:HR@hmongfarmers.com) . Please put "Farmer Advocate Applicant" in the subject line.**