



260 Hungry Hollow Road,
Chestnut Ridge, NY 10977
845.352.5020 ext. 120

JOB DESCRIPTION: DAIRY OPERATIONS LEAD

ABOUT THREEFOLD COMMUNITY FARM

Our mission is to care for the living being of our land using biodynamics to grow food with living forces that nourish the whole human being; to foster a learning community where people can develop a loving relationship to the land; and to build a rich inclusive social life serving our home and surrounding communities. Threefold Community Farm manages about 50 acres of pasture, hay and diversified vegetable, flower and herb fields in Chestnut Ridge, New York, near NYC. We integrate Biodynamic land care, education, and production, working with local organizations like Nature Place Day Camp, Green Meadow Waldorf School, Otto Specht School, Endeavor 21+, and the Fellowship Community for the care of the elderly. We operate a small dairy, apiary, vegetable CSA, weekly seasonal farm stand and provide produce and dairy products to the Fellowship Community's Hilltop House, Hungry Hollow Co-op and the Threefold Café.

The Dairy operates on 40 acres with ten +/- milking cows, using management-intensive grazing to promote healthy soils, animals, and consumers. We produce hay on 15 acres and sell raw and pasteurized dairy products, which are in high demand and often sell out quickly.

DAIRY OPERATIONS LEAD POSITION OVERVIEW

The Dairy Operations Lead will maintain a hospitable and safe environment for staff, interns, guests, and volunteers. With Biodynamics as our guiding star, innovation and improvement in farming practices are encouraged, with opportunities to refine the operation. This full-time position, with variable hours and weekend work, directly impacts the community by providing quality dairy, contributing to farmer education, and creating a meaningful environment for guests and volunteers. Reports to and collaborates with the Farm Administrator and Farm Manager to ensure a cohesive and shared vision for a wholistic farm system. Shares a small team of staff and interns with the vegetable operation. This position comes with mentorship and oversight by the Farm Administrator (former Dairy Manager) and outside mentors, and has the potential to develop into a more independent role as skills and familiarity with the land, animals and farm culture are developed. Participation in our monthly biodynamic training course will be required during the first year of employment.

RESPONSIBILITIES

- **Biodynamic Practices:** Passionately implement and maintain Biodynamics across all dairy operations.
- **Herd Management:** Oversee breeding, calving, calf-sharing, weaning, and replacements while ensuring the health and safety of the herd and keeping adequate records.
- **Pasture Management:** Create an annual grazing plan for proper pasture rotation, soil health, and forage production.

RESPONSIBILITIES CONTINUED

- **Equipment & Infrastructure Maintenance:** Manage and maintain tractors, barns, livestock fencing, and milk processing equipment.
- **State Inspection Compliance:** Maintain detailed records and ensure compliance with state regulations.
- **Hay Production:** Manage hay production on 15 acres and handle purchasing to supplement supply as needed.
- **Composting Operations:** Oversee the farm's manure composting.
- **Milk Processing:** Oversee the entire milk processing cycle, from animal to consumer.
- **Business Management:** Collaborate with Farm Administrator on day-to-day financial management of the Dairy enterprise as needed, as well as strategic long term, business operations including: budgeting, financial planning, and marketing.
- **Customer Relations:** Maintain positive relationships with customers and partners.
- **Staff & Volunteer Supervision:** Educate and ensure staff and volunteers comply with milk ordinances and maintain a safe, welcoming environment.
- **Collaboration:** Participate in weekly farm team meetings and monthly farm leadership meetings. Collaborate with Administrator and Farm Manager on major decisions to ensure a fiscally responsible, cohesive and shared vision for a wholistic farm system.
- **Community Engagement:** Foster connections with the Fellowship Community through social caregiving and member engagement.
- **Educational Coordination:** Collaborate with the Farm Administrator on visitor and student interactions with the dairy operation.
- **Adult Education** Attendance to our monthly biodynamic training course required during first year of employment. As proficiency is demonstrated, may contribute as an educator in the Course.

DESIRED SKILLS & EXPERIENCE

- Knowledge and interest in Biodynamics.
- 3+ years experience in dairy farming required, management is a plus.
- Extensive livestock experience.
- Experience with hay production and tractor operation.
- Highly organized and with an attention to detail.
- Collaborative and communicative.
- Valid driver's license required for product delivery and tractor operation.
- Carpentry and mechanic skills a plus.

COMPENSATION & BENEFITS

- Full time Hourly: \$22-26/hr DOE. Hours fluctuate from around 30/wk in winter to 50/wk in summer. Onsite housing possible based on availability for rent.
- Benefits: health benefits, retirement plan 403(b), and a potential tuition remission package with Otto Specht School and Green Meadow Waldorf School.

ESTIMATED START DATE

October 2026

TO APPLY

Please visit <https://threefoldcommunityfarm.org/resources/join-our-team/> and upload your resume and cover letter.