

# Position: Regenerative Agriculture Farm Instructor (Full-Time)

## APPLICATION PROCESS AND HIRING TIMELINE INFORMATION

To apply for this position, you should submit:

1. [KWU Employment Application](#)
2. Cover letter,
3. Resume/curriculum vitae,
4. Three references,
5. Desired salary (may be entered on application)
6. Please email your application materials to [hr@kwu.edu](mailto:hr@kwu.edu).

The timeline for filling this position is:

- Applications will be taken until the position is filled.
- Interviews will begin when qualified applicants are identified and continue until a hiring decision is made.
- The position starts on May 4, 2026.

**KWU is an Equal Opportunity Employer and encourages diversity in employment.** We will check references of past employers and personal references. We will acknowledge receipt of your application as soon as we receive it.

**Location:** Community Resilience Hub (CRH) Heartland RIFT Program, Peters Science Hall 311 and 313, and the Heartland RIFT Educational Farm at 3504 E Magnolia Rd.

**Overview:** The Regenerative Agriculture Farm Instructor will manage the full array of farmer training activities in both field and classroom settings. This position supports the execution of the Heartland Rodale Institute Farm Training (H-RIFT) program at Kansas Wesleyan University in partnership with Quail Creek Family Farms, JRI, and Ingermanson Farms.

The instructor will help facilitate an educational farm learning environment, manage the Farmer Training program from launch to graduation, assist with program assessment, and oversee the design and maintenance of the educational farm field. The position requires a strong understanding of regenerative and organic farming practices, along with strong organizational and communication skills.

**Employment Status:**

Full-time, exempt, at-will.

## **Key Responsibilities:**

- **Instruction & Training (40%)**
  - Deliver engaging classroom and in-field training sessions for students.
  - Provide clear directions for tasks and expectations with an emphasis on safety practices.
  - Offer constructive and supportive feedback to students to build confidence and understanding of regenerative agriculture practices.
- **Farm Planning & Operations (40%)**
  - Develop and execute a seasonal farm production plan and budget.
  - Design farm activities that maximize educational and hands-on learning opportunities while maintaining operational efficiency.
  - Complete daily farm tasks.
- **Program Development & Support (15%)**
  - Assist the Joe Hale Chair in Regenerative Agriculture in designing program components.
  - Support the development of a network of local farmers for student farm visits and experiential learning opportunities.
- **Other Duties (5%)**
  - Perform additional responsibilities as assigned by the supervisor.

**Supervision:** Joe Hale Chair in Regenerative Agriculture

**Work Schedule and working conditions:** Remote farm and campus, approximately 40 hours per week. The schedule will include minimal hours for some evenings, and during most weekends (e.g. feed/water livestock). Work will take place on campus, at the Heartland RIFT Program's Educational Farm at 3504 E Magnolia Rd., and occasionally at other locations for program activities or travel as approved by the supervisor.

## **Performance Measures:**

- Successfully implement and manage the farmer training program.
- Provide high-quality educational experiences in regenerative agriculture.
- Maintain a safe, organized, and productive learning environment in both classroom and field settings.
- Foster strong partnerships with JRI, Ingermanson Farms, the Rodale Institute, and local agricultural partners.
- Support student development and engagement in regenerative organic agricultural practices.

## **Qualifications:**

- **Education**
  - Graduate of the Rodale Institute Farmer Training (RIFT) program or Veteran Farmer Training Program (VFTP), **OR**
  - Minimum of 5 years of experience in regenerative or organic farming and 2 years of farm management experience.
  - Undergraduate degree preferred.
  - Master's degree preferred.
  
- **Certifications Required or preferred:** Valid driver's license required.
  
- **Experience:** Proven experience in teaching, coaching, or mentoring. Demonstrated experience or strong interest in farming, especially using organic or regenerative agricultural practices. Experience using technology for instruction such as presentations, online platforms, or digital learning environment.
  
- **Skills:**
  - Strong communication and presentation skills.
  - Excellent organizational and time-management abilities.
  - Ability to manage multiple projects and priorities.
  - Strong teamwork and interpersonal skills.
  - Proficiency in Microsoft Word and Excel.
  - Ability to work independently while producing high-quality work.
  - Alignment with the mission and vision of Kansas Wesleyan University and the Community Resilience Hub.

**Salary and Benefits:** Salary based on experience, with full-time employee benefits.

**Additional Information:** A more detailed job description will be provided at the time of the interview. Work for this position will include both indoor and outdoor environments, including classroom instruction and farm field work. Physical tasks may include lifting, operating farm equipment, and working outdoors in various weather conditions.

A more detailed job description will be provided at the time of the interview. Employment offers are contingent upon completion of a criminal background check.

Kansas Wesleyan University is an Equal Opportunity Employer and complies with EEOC and ADA employment requirements.