

Farm Manager

FULL-TIME | ON-SITE | WILLIAMS LAKE, BC, CANADA | START DATE: JANUARY 2027

The Role

The Farm Manager will be the primary on-site operational lead for a new regenerative farm created in partnership between 5th World and the University of British Columbia (UBC). The 44-acre farm will serve as both a demonstration hub and a working regenerative farm. We are seeking a highly capable Farm Manager to live on-site, help establish and design the farm, and lead its day-to-day operations.

A unique aspect of the project is the integration of regenerative agriculture and year-round food production with renewable biomass energy through the site's biomass combined heat and power (CHP) system.

Working closely with 5th World's Farms Director, the Farm Manager will contribute practical farming expertise to farm design, build and manage systems, oversee crops and livestock, manage seasonal priorities, maintain strong records, and create a safe, organized and productive farm.

Business and market experience is highly valuable, but secondary to strong farming and operational capability. For candidates with this experience and interest, there will be opportunities to contribute practical insight into farm economics, market opportunities, and the farm's evolving business model.

Key Responsibilities

- Lead day-to-day farm operations across diverse crop and livestock systems.
- Oversee planting, harvesting, storage, and seasonal production planning.
- Manage rotational grazing, pasture health, soil regeneration, animal welfare, and seasonal livestock movement.
- Care for and manage mixed livestock systems, including sheep, poultry, and pigs.
- Manage the day-to-day operation of the farm's approximately 1,000 sq. ft. greenhouse heated by an innovative biomass energy plant, including crop planning, planting, harvesting, and ongoing production.
- Implement regenerative practices including cover cropping, crop rotations, composting and nutrient cycling, water management, land restoration, and, where appropriate, silvopasture and agroforestry.
- Implement and maintain farm infrastructure, including fencing, irrigation, barns, equipment, and access roads.
- Coordinate veterinary care, breeding, feeding, and seasonal protection of animals.
- Work closely with 5th World's Farm Lead on farm layout and land-use planning, infrastructure placement and phasing, crop and livestock system design, and long-term regenerative transition planning.
- Provide practical, on-the-ground insight into what is operationally viable, scalable, and financially sustainable.

Additional Responsibilities

- Maintain basic operational records required to understand farm performance, including yields, inputs, labour requirements, and costs.
- Where experience and interest align, contribute practical farm-level insight to business planning and go-to-market discussions, including direct-to-consumer, wholesale, farm-gate, institutional, and other potential channels.
- Contribute to the ongoing improvement of farm productivity, resilience, and financial sustainability.
- Produce regular content from the farm, including weekly social media shorts and imagery and a monthly newsletter story highlighting life on the farm, progress, and learnings.

Leadership & Site Management

- Serve as the primary on-site point of responsibility for farm operations.
- Coordinate and manage seasonal staff, interns, and contractors as required.
- Help establish effective operating systems, routines, and seasonal work plans as the farm grows.
- Maintain a safe, organized, productive, and well-run farm environment.

Required Experience & Skills

- Demonstrated experience and success in organic, regenerative, ecological, or similarly diversified farming systems.
- Hands-on experience managing diverse crops and livestock.
- Strong understanding of soil health, pasture management, and regenerative farming principles.
- Practical experience operating and maintaining farm infrastructure, equipment, and systems.
- Strong organizational and record-keeping skills.
- Self-directed, resourceful, and comfortable managing the changing priorities and complexity of a working farm.
- Strong communication and collaboration skills.
- Experience supervising or coordinating seasonal farm staff.
- Experience with greenhouse production or protected growing systems.

Highly Valued Additional Experience

While farming and operational capability are the primary requirements for this role, we would particularly value candidates who also bring experience or understanding in:

- Farm economics, budgeting, and financial performance.

- Farm business models and go-to-market opportunities.
- CSAs, wholesale, institutional procurement, farm-gate sales, or agritourism.
- Identifying practical opportunities to improve farm revenue and profitability.
- Communicating the story and learnings of a working farm to customers, partners, or the public.

Why This Role Matters

The Farm Manager position is an opportunity to help build a regenerative farm from the ground up and play a meaningful role in shaping how it develops.

The farm will operate as a real agricultural business while also serving as a demonstration site where 5th World and UBC can test, document, and share approaches to regenerative agriculture, food sovereignty, and resilient farm systems.

For the right person, the role offers the opportunity to grow beyond day-to-day farm management and contribute to farm design, demonstration, education, and the development of future 5th World farm projects.

Compensation & Benefits

- Salary: Starting at \$70,000 CAD, commensurate with experience.
- Health benefits provided.
- Bonus opportunity based on performance and farm outcomes.
- On-site housing is available, with details to be discussed with the successful candidate.
- Opportunity to grow into expanded leadership or portfolio-level roles within 5th World.

To Apply

Please submit the following to hr@5thworld.com:

- A brief cover letter outlining your farming background and interest in the role.
- A resume outlining relevant experience.

Only candidates selected for the next stage of the process will be contacted.

About 5th World

5th World is a regenerative design and land stewardship company focused on building climate-resilient, profitable farms and estates. We work at the intersection of regenerative agriculture, food sovereignty, ecological restoration, and resilient infrastructure—designing and operating farms that integrate diverse crops, animals, water systems, energy, and strong local market connections.