



Are you eager to align your values with your professional endeavors? Are you a forward-thinker, driven by curiosity, and interested in crafting a financially sustainable framework for our operations, integrating best practices in conservation and initiatives promoting human well-being? What connects a small farm, a campground, endangered species, education, and a cemetery? The answer lies in the guidance and expertise of a Business Manager who can steer them toward a thriving future as part of a Perpetual Purpose Stewardship Trust.

Business Description: Willow-Witt Ranch LLC is an established diverse small business on a large farm/forest property at 5000' elevation within the Cascade Siskiyou National Monument in Ashland Oregon. The land has been stewarded for ecosystem health since 1985 by Lanita Witt and Suzanne Willow, and is enrolled in a conservation easement. It is now recognized nationally for its rich history focused on thoughtful animal husbandry (goats, chickens, ducks, geese) certified organic vegetable production, solar electricity, spring water, farm stay accommodations, premier campground, and Oregon's first new dedicated natural burial cemetery. In addition, the ranch hosts a legacy nonprofit, The Crest, founded by Suzanne and Lanita. The Crest provides environmental education programs on-site for all ages to cultivate connections to farm, forest, water and each other.

Job Description: We are currently seeking a dynamic and experienced Business Manager to lead and strategize the various components of our multifaceted operations including farming, gardening, accommodations, camping facilities, The Forest Conservation Burial Ground, and collaboration with the nonprofit. The Business Manager will play a pivotal role in aligning these diverse operations cohesively within the overarching vision of the ranch business and land conservation, with a particular emphasis on ensuring financial stability. This role entails working in tandem with the owner during a transition period long-term to ensure a smooth handover of responsibilities. The successful Business Manager will be instrumental in carrying the businesses forward within a Perpetual Purpose Stewardship Trust. The chosen candidate must reside near Ashland, Oregon.

Duties of this job include:

- Develop business management goals and objectives to produce financial sustainability.
- Design and implement business plans and strategies to promote the attainment of goals.
- Develop and oversee quarterly and yearly budgets for the businesses involved (the farm, accommodations, events, and the cemetery).
- Develop marketing strategies and plans.
- Oversee staff and role development and management.
- HR policy development.
- Assess overall company performance against objectives.

Position Qualifications:

Required:

- Bachelor's degree or equivalent experience in finance, business, or management.
- Demonstrated commitment to conservation or organic agriculture.

- Familiarity with land conservation practices and conservation easements.
- Experience with establishing HR management systems.
- 5+ years of supervisory experience across multiple departments.
- Demonstrated ability to manage multiple, diverse enterprises. Thorough understanding of diverse business processes and strategy development.
- Exceptional organizational skills.
- Ability to work with a team.
- Ability to navigate complex scenarios while maintaining focus on the big picture.
- A deep-rooted appreciation for nature and a commitment to fostering harmony within a team environment.
- Cultural sensitivity.
- Previous work with a Board of Directors or equivalent group.

Desired:

- Experience working with Indigenous Tribes or Communities.
- Bilingual English/Spanish.

Compensation:

The compensation for this position is \$38-42 per hour for a minimum of 20 hours per week spent on-site with possibilities for hybrid opportunities. This position is expected to become full-time salaried within the first 2 years. Current benefits include a 401k plan and paid vacation and time off. There is a possible option for on-site housing.

Do you possess the qualities required to excel in this role? If so, kindly submit your cover letter and resume to: info@willowwittranch.com.