



# Shelburne Farms

**Position Title:** Dairy and Livestock Farm Manager

**Supervisor:** Farmland Stewardship Manager

**Supervises:** Dairy, Livestock, and Crops Staff

**Employment:** Year-Round, Full-Time | Salary Exempt

**Pay range:** \$65,000 - \$75,000 (includes housing)

**Location:** in-person, Shelburne, VT

**Housing:** Required for role, on-site

## Why We Are Here

Shelburne Farms is a nonprofit educational organization whose mission is to inspire and cultivate learning for a sustainable future. We believe in the power of farm-based education for creating a better world.

## Who We Are and What We Do

Our home campus is a 1,400-acre working farm and National Historic Landmark located on the homelands of the Abenaki. Our education programs, farming, forestry, property stewardship, and hospitality operations are at the heart of who we are and what we do. The farm's award winning operations include a high genetic milking herd of 110 purebred registered Brown Swiss cows, farmstead cheesemaking, 80 ewe flock of sheep and 20 head beef herd, 6 acre organic market garden, and 400 acres of managed woodlands with a 2,400 tap sugarbush. We are nationally recognized for our education for sustainability programs, beautiful pastoral landscape, and the food we produce and serve, including our raw milk cheddar cheese and maple syrup.

As a nonprofit we:

- **Engage** youth and people of all ages in learning experiences that inspire them to build just, diverse, resilient, caring communities.
- **Steward** our working lands and heritage buildings as we embody values of place and community through caring for and sharing our natural, agricultural, cultural, and human resources.
- **Collaborate** with educators and other local, national, and international partners to advance education for sustainability worldwide

## Who We're Looking for

Someone who loves being a farmer, wants to grow professionally, and is excited to become part of the farm-based education community at Shelburne Farms. Someone who is deeply committed to pasture-based livestock agriculture, conserving a beautiful agricultural landscape for public enjoyment, and continuing the legacy of the Brown Swiss dairy herd at

Shelburne Farms, including the quest for the grass-based Brown Swiss dairy cow of the future!

You will play an important role in implementing our food system vision, providing management leadership and support in collaboration with the dairy and livestock team and other farm staff, to produce and share our farmstead [cheddar cheese](#), pasture-based meats and other farm products.

### **Position Objective**

To provide day-to-day management coordination and oversight for our pasture-based dairy and livestock operations, collaborating with farm colleagues to advance the mission, vision and goals of Shelburne Farms.

### **Key Responsibilities**

The primary responsibility of this position is to lead the stewardship of high quality farm livestock operations at Shelburne Farms. It is expected that this position will be a hands-on, working manager. Important management considerations and responsibilities include soil, animal, and human health, water quality, biodiversity, carbon sequestration, operations planning, staff support, budgeting, and performance monitoring.

### Herd Health

Support our herdsman with implementing livestock health strategies based on soil fertility, good nutrition and best husbandry practices, making every effort to prevent the need for antibiotics.

### Food System Support

Work closely with our herdsman and the cheesemaking team to maintain the highest possible milk quality, and coordinate with our chefs and store staff for lamb and beef supply and use.

### Pasture and Crops Management

Work with staff on intensive rotational grazing and forage production management without the use of chemical herbicides or pesticides, minimizing purchased grain and maximizing environmental and health benefits. Oversee and coordinate compost and manure management and winter hay and silage feed production and storage.

### Facilities and Equipment Maintenance

Oversee the maintenance of a neat and safe farmstead, working with staff to monitor, service and repair farm buildings, infrastructure, milking systems, machinery and equipment. Coordinate with the Farm Stewardship Manager and Buildings and Landscape Manager on engaging contractor services.

### Management and Record Keeping Systems

Work with staff on management systems and ensuring the upkeep of up to date and accurate livestock records, including herd health and production, registration and genomic information, soil fertility and crops production, and equipment repair and maintenance records. Provide information and other support for farm cost sharing programs.

### Public Interaction, Programs and Research Support

Represent Shelburne Farms in a friendly and professional manner in interactions with Farm visitors, Inn guests, resident neighbors, educators, staff, and board members. Support collaboration with research projects. Maintain a dairy that represents the dairy industry and the farm in a positive light. Exhibit excellent customer service skills when interacting with the public, relate to a diverse range of people, and exercise cultural competence and inclusion.

### Other

Farm work includes chores and all phases of the farm's operation. Provide support as needed to other Shelburne Farms' operations.

### **Time Commitment Understanding**

- Goal to average 5 ½ day week over the course of the year
- Vacation time off to be coordinated in advance with the Farm Stewardship Manager
- Must be able to work early mornings, late nights, holidays, and weekends.

### **Job Qualifications**

- Passionate about being a farmer and local food systems / regenerative agriculture as part of a sustainable future and excited to live and work with the Shelburne Farms team.
- At least 10 years of farm management experience, including intensive rotational grazing
- Dairy, beef, and sheep management experience following best agricultural practices.
- Valid driver's license.
- Competent computer skills including Google Suite and Excel.
- Committed to fostering a welcoming working and learning environment for all program participants, guests, and staff. Comfortable with staff training and speaking with groups.
- Experience with cleaning and sanitation, for milk quality and food safety.

### **Work Environment & Physical Demands**

- Typical farm job, including heavy lifting and working long days in the parlor, milkhouse, barns and fields in all weather conditions.
- Operation of all farm machinery and equipment using safety precautions.
- Move up and down a ladder up to 8 feet.
- Moving while carrying items that weigh up to 75 lbs

### **Benefits**

- For year-round, full-time staff: [Benefit summary here for the upcoming year \(2026\)](#)

### **To Apply**

If you see this as an exciting job opportunity, we hope you will share with us your experience and skills that you feel qualify you for this position.

[Please click here to submit a resume and cover letter.](#)

In your cover letter:

- Tell us about your approach to life and work and the experience and interests that will help you thrive in this role.
- Share how you would approach learning about this farm and training and mentoring new staff members.
- Let us know how you heard about the position.

*Shelburne Farms is an Equal Employment Opportunity Employer and we strongly stand against discrimination and harassment of any kind. All qualified applicants will receive consideration without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.*

*If you need assistance at any time during the application process or have questions, please contact us at [jobs@shelburnefarms.org](mailto:jobs@shelburnefarms.org) or 802-985-8686.*