



COLORADO RIVER INDIAN TRIBES

Human Resources

26600 Mohave Road

Parker, Arizona 85344

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VACANCY ANNOUNCEMENT

January 23, 2019

#17-19

Department: CRIT Farms
Position: Farm Manager (Exempt)
Reports To: CRIT Tribal Council Chairman
Salary: DOE

Duties & Functions:

To manage, direct, operate and oversee all facets of 10,000 acres Tribal Farms:

1. Directs and coordinates employee's activities, such as planting, irrigation, chemical application, harvesting, payroll and recording keeping.
2. Analyze market conditions to determine acreage allocations.
3. Record information, such as productions, farm management practice, proactive prepares financial and operational reports.
4. Analyze soil to determine type and quantity of fertilizer required for maximum production.
5. Plan and direct development and production of hybrid plant varieties with high yield or disease and insect resistant characteristics.
6. Purchase machinery, equipment, and supplies, such as tractors, seed, fertilizer, chemicals, fuels, oil, etc.... All major purchases will be under a bid process.
7. Evaluate financial statements and prepare budgets for recommendation.
8. Hire, Discharge and promote employees, ensure safety regulations and interprets policies.
9. Prepare all capital budgets.
10. Plan all, crops, capital expenditure projects and other pertinent farming practices.
11. Arrange for financing (if needed) and impletion of farming plans. Obtain personnel and equipment complement.
12. Supervisor and direct the annual farming program of the enterprise, adhere to the general plan of operation as adopted by the Farm Board.
13. Follow established Tribal policies and those outlined in the Colorado River Indian Tribes Employee Handbook.
14. Also performs other duties as assigned by the Farm Board.

Required Skills and Abilities:



1. Specific working knowledge of all farming enterprises indigenous or adopted to the Colorado River Indian Reservation, knowledge of crops grown in the area as alfalfa, cotton, wheat and produce.
2. Knowledge and experience in farm budgeting, financial analysis, management and organizational capabilities and supervisor experience in a multi-enterprise farm environment.
3. Knowledge of techniques and equipment for planting, growing and harvesting food products (both plant and animal) for consumption, including storage/ handling techniques.
4. Knowledge of working cooler for crops and have knowledge in marketing, futures and hedging for anything that's produced by CRIT Farms.
5. Knowledge of legal instruments and procedures relating to purchase, sale or lease and management of equipment and commodities.

Education & Experience Requirements:

1. A Bachelor Degree in Agricultural Economics and/or 5 to 7 years of management experience and knowledge of the same size farming operation and crops.
2. High School Diploma
3. Must possess a current valid driver's license throughout employment.

Physical Requirement:

1. Be able to stand at least eight (8) hours.
2. Must successfully complete a drug screening test prior to appointment.
3. Subject to background and reference checks.
4. Physically able to perform duties assigned.
5. Occasionally work extended shifts as assigned, some weekends and holiday.

Tribal and Indian Preference:

The Colorado River Indian Tribes has implemented a Tribal / CRIT Preference in Employment Policy. Pursuant to this Policy, applicants who possess the knowledge, skills, and abilities required by this position, and who are enrolled members of the Colorado River Indian Tribes will be given primary preference in hiring and employment for this position. Let it be known that Tribal preference is integrated into the interview and scoring process for candidates for job positions.

OTHER:

Confidentiality: All employees must uphold all principles of confidentiality to the fullest extent. This position has access to sensitive information and a breach of these principles will be grounds for immediate termination.

Background Investigation: This position may be subject to a criminal history background check, a suitability background check and/or a Fair Credit Reporting Act (FCRA) check. In addition, some positions are subject to a 101-630 background check in an effort to ensure compliance with Public Law 101-630 "Indian Child Protection and Family Violence Prevention Act." Candidates



must be able to successfully pass all required background checks to qualify for this position.

Drug Screening: All applicants must successfully pass a pre-employment drug screening prior to beginning employment and will be subject to random drug testing per the CRIT Employee's Handbook, Substance Abuse Policy.

Disclaimer: The information on this position description has been designed to indicate the general nature and level of work performance by employees in this position. It is not designed to contain, or be interpreted as, a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position. Employees will be asked to perform other duties as needed.

For Employment Application visit: <http://crit-nsn.gov>

Submit completed application to: **CRIT Human Resource Department**
26600 Mohave Road
Parker, Arizona 85344

APPLY:

COLORADO RIVER PREFERENCE:

Under the Title VII of the Civil Rights Act Sections 701(b) and 703(i) explicitly exempts from coverage the preferential employment of Indian-by-Indian Tribes. Therefore, C.R.I.T. acknowledges and extends preferential treatment to enrolled C.R.I.T. members who qualify toward all employment opportunities otherwise; C.R.I.T. does not discriminate against employees or applicants based on race, color, sex, religion or national origin.

C.R.I.T. Offers

Health and Life Insurance, Paid Holidays, Sick and Annual Leave and Pension Plan. Pre-employment drug screening is required.

