



HO'OKUA'ĀINA

Hoa'āina / Farm Stewardship Specialist

Terms: Full-time (40 hours/week), regular hours with occasional extended days; salaried, exempt position with benefits

Reports To: Farm Manager

Overview

The Hoa'āina/Farm Stewardship Specialist plays an essential role in the daily stewardship, cultivation, and operation of Ho'okua'āina's agricultural lands at both Kapalai and Pālāwai. Working alongside the Farm Manager, Agricultural Operations Manager, and farm team, this position supports diversified crop production, lo'i kalo cultivation, agroforestry, restoration projects, infrastructure maintenance, food production, and community engagement.

Grounded in aloha 'āina, this role helps care for the land while supporting educational programs, youth workforce development, community partnerships, and local food production. The ideal candidate is self-motivated, adaptable, collaborative, and committed to serving both people and place.

Primary Responsibilities

- Collaborate with the farm team to carry out all aspects of agricultural operations, including field preparation, irrigation, fertilization, planting, cultivation, harvesting, post-harvest handling, and general farm maintenance.
- Support production of kalo, diversified crops, orchards, agroforestry systems, and future agricultural enterprises.
- Assist with stewardship and maintenance of lo'i, stream systems, nursery operations, restoration areas, irrigation, fencing, equipment, buildings, and agricultural infrastructure.
- Monitor crop health, identify operational needs, and recommend improvements that increase efficiency and productivity.
- Assist with harvesting, processing, packaging, customer orders, sales, distribution, and recordkeeping for agricultural products.
- Provide excellent customer service while representing Ho'okua'āina professionally.
- Support the training, mentoring, and supervision of interns, apprentices, volunteers, and participants in the Kūkuluhou mentoring pathway, including the Ahupua'a Systems Apprenticeship (ASA), while serving as a positive role model grounded in mālama 'āina.
- Assist with educational visits, volunteer workdays, cultural learning experiences, and community events.
- Work collaboratively across departments, recognizing that every staff member contributes to the success of farm operations, educational programs, fundraising, and community engagement.
- Represent Ho'okua'āina professionally at community events, conferences, volunteer activities, partner meetings, and collaborative initiatives that strengthen Hawai'i's food systems and culture-based education.
- Demonstrate initiative by identifying operational improvements, supporting data collection and reporting, and participating in organizational planning and professional development.



Minimum Qualifications

- Associate degree or coursework in Agriculture, Hawaiian Studies, Environmental Science, Natural Resources, or a related field; equivalent experience will be considered.
- One or more years of experience in agriculture, restoration, landscaping, conservation, or related outdoor work preferred.
- Ability to work independently while contributing positively to a collaborative team.
- Strong organizational, communication, and customer service skills.
- Ability to manage multiple priorities and adapt to changing operational needs.
- Commitment to aloha 'āina, Hawaiian cultural values, and community-based stewardship.
- Ability to work respectfully with people of diverse backgrounds and experiences.
- Valid Hawai'i driver's license and ability to safely operate farm tools, equipment, and vehicles.
- Ability to perform physically demanding outdoor work in varying weather conditions and lift up to 60 pounds.