

## Torello Farm – Dromana, Victoria, Australia

12/2017 – Present

A 28 acre, old market garden growing a diverse range of produce including heirloom vegetables and tree ripened fruit / [www.torellofarm.com.au](http://www.torellofarm.com.au)

### Manager, Farm Operations

- Successfully strategized, developed, and implemented biodynamic management plan improving degraded soil with focus on restoring soil ecology, concentrating cropping with minimal soil disturbance in all areas; utilized Bio-Dynamic Agricultural Association of Australia (BDAAA) methods planting green manure/cover crops, permaculture, polyculture farming, agroforestry, bio intensive integrated pest management, water management, and composting program in all practices; Established beneficial composting system generating 10m<sup>3</sup> on average/per week; developed vermiculture systems; utilized compost as soil amendment in cropping, compost/vermicasts potting mixes/compost teas
- Developed and implemented long term rotations, seasonal crop plans, ordered seeds and seedlings according to tillage needs, nutrient demands, and soil type for year round (carrots, radish, beets, leeks, celery, snow peas, silver beet) and seasonal crops (artichoke, broad beans, snap & shelling peas, lettuce, kale, sprouting broccoli, cauliflower, cabbage, Asian greens, cucumber, tomatoes, eggplant, peppers, zucchini, sweet corn, bush beans, pumpkin, potato, garlic, parsley, cilantro, basil, dill, sunflower, yacon, oca, Jerusalem artichoke, apricots, plums [Japanese and European], quince, apples, strawberries); implemented direct sow, soil blocks, trays, glass/hoop houses, and heat mats methods, as appropriate
- Established field operations utilizing minimal tillage practices, bio intensive polycropping to maximize bed production and reduce weeding – in turn reduced labor costs and increased efficiency; green manures incorporated with flail/light harrow; beds formed and pre-germinated, with height determined by crop
- Developed harvesting operations determining tools and equipment, field to wash house flow and wash house operations - considered ripeness, maturity of crop and weather conditions to maximize efficiency and crop freshness
- Initiated and developed all nursery operations determining optimal propagation methods, engaging soil block method for maximum root growth, minimal root disturbance at transplant; developed potting soil mixes utilizing compost/worm castings
- Managed crew's maintenance of 1-acre mixed fruit tree orchard (approx. 100 trees/apricot, plums [Japanese and European], quince, and apple); sowed inter rows to perennial pasture mix, tree rows mulched with wood chip, 500 applied in autumn/501 applied as necessary for control of peach/pear slug, peach leaf curl; trees pruned winter and summer
- Supervised/managed, scheduled, trained and conducted performance reviews for farm crew of 4; developed training curriculum: taught organic/biodynamic soil and crop management enlisting one hour training sessions, practical hands-on field work, one-on-one mentoring, and reading lists; taught and adhered to safety practices including SafeWork Victoria, Work Health and Safety (WHS), and use of Personal Protective Equipment (PPE) as appropriate
- Operated and maintained farm equipment (Kubota 2010 MX5100/50hp front loader, Kubota 2012 GX135/135hp, high wheel, implements, 2-wheel tractor, farm vehicles, ride on mower, 2-stroke engine tools, chain saw, irrigation pump, hand tools) and facilities (tractor/tool shed, pump house, seed storage, wash house, propagation area); performed daily/weekly/monthly basic checks, servicing (fluid levels, lube, minor adjustments, cleaning), and minor repairs; scheduled 2x-annual maintenance servicing with mobile contractor
- Provided owners with monthly reporting via meetings and farm walks
- Led school group farm tours; developed wicking bed workshop, trained crew to present

## The Diggers Club – Dromana, Victoria, Australia

12/2013 – 8/2017

Australia's largest private gardening club (70,000 members), trialing plants and seeds in search of the best varieties for home gardeners for 20+ years / [www.diggers.com.au](http://www.diggers.com.au)

### Manager, Trials and Seed Production

- Efficiently converted existing organic 2 acre production farm to organic/biodynamic management; achieved and maintained Australian organic/biodynamic certification; enlisted green manure/cover crops, permaculture, polyculture farming, bio intensive integrated pest management, water management, composting program methods
- Met Seed Manager's production targets based on available cropping space, and proactively developed contract grower network; negotiated grower contracts, weighed/delivered mother seed, obtained monthly crop status reports; quality tested seed upon delivery; periodically grew mother seed for increased viability and purity
- Managed safeguarding trial gardens collections; used scion wood (heirloom apple, pear and fig) in nursery propagation; maintained mother seed collection in optimal storage conditions, tracked age of individual varieties and performed yearly germination testing to schedule grow outs for seed renewal
- Designed and implemented trials for Seed (vegetable/flower varieties), Garden (flower varieties), and Hardware (tools, garden products) departments; ensured data/results collected accurately, developed trials collection database (utilizing Excel spreadsheets)
- Supervised/managed, scheduled, and conducted performance reviews for Trial Assistant; trained via practical hands-on and one-on-one mentoring; taught/adhered to safety practices including SafeWork Victoria, WHS, and use of PPE as appropriate
- Developed and presented 1 to 4 hour tutorials/workshops on seed starting, methods for growing tomatoes, composting, and companion planting
- Authored articles for website and magazine e.g.: True-To-Type Maintenance of Open-Pollinated Varieties

# JOHN SMYTH

(555) 555-5555 • johnsmyth@email.com

## John Smyth Gardens – Mill Valley, CA

Offering residential and commercial landscape/hardscape design, planning, installations, and maintenance

05/2002 – 11/2013

### Owner/Operator

- Controlled all day-to-day operations creating high-end, sustainable landscape/hardscape projects which harmonized with residential and commercial environments, including design, planning, installation, construction, and maintenance services - achieving objectives for growth while maintaining viability
- Designed/installed plantings; constructed expansive range of hardscapes (water features, walls/fences, drainage, garden structures, patios and paths); planned, installed and maintained irrigation systems (drip, sprinkler, sub-irrigation) distributing water according to needs and avoiding waste
- Delivered integrated pest management (subtle use of beneficial plantings for predator species; biological controls, predator species and plant extract sprays) and horticultural services (organically certified fertilizer and soil amendments)
- Provided all-phases (plans, permitting, scheduling) of coordination with owners, property, facility managers
- Hired, supervised/managed, scheduled, conducted performance reviews for crew of 4; trained via practical hands-on and one-on-one mentoring; taught/promoted Occupational Safety and Health Administration (OSHA) and PPE safety practices
- Managed business planning/budgeting, monitoring for variances and planning adjustments accordingly, AP/AR, banking, in-house payroll, tax reporting and filings

### Affiliations/Certifications/License

- Quantum Agriculture (Biodynamic) Certification / Australia
- Biodynamic Agriculture Association of Australia Member
- Master Gardener Certification / University of California Cooperative Extension
- Qualified Water Efficient Landscaper (QWEL) Certification / Marin Municipal Water District (MMWD)
- California Landscape Contractors Association / Former Member
- California State Contractor License / C-27, #88329 / Inactive

### Languages

- Native: English (American)
- Secondary: Spanish (basic level)
- French (work proficiency)

### Competencies/Transferable Skills

- Organized and detail-oriented with a demonstrated ability to correctly prioritize responsibilities and successfully multi-task in a high-volume environment with speed and accuracy on a daily basis
- Recognized as a valued leader with a positive, approachable, clear, and consistent communication style; proven ability to utilize expertise and leadership skills to convey objectives, improve quality of services, develop a flourishing, comprehensive team and accomplish set goals
- Ability to work independently or as valued member of a team offering contributions supportive of building positive working relationships within diverse, cross-functional environments and teams
- Known for dependability, resilience, dedication, and very strong work ethic
- Strong verbal and written skills with all levels of personnel; positive, approachable, clear, and consistent communication style; warm and engaging interpersonal skills
- Exceptional service skills with recognized ability to address/resolve conflicts and concerns
- Industrious, consistent, and thorough; quick and pro-active learner, seeking skills and tools to support tasks; ability to quickly adapt to new routines and requirements
- Excellent analytical skills with a capacity to conduct needs assessments, elicit appropriate information, develop viable solutions and selection of task appropriate equipment to meet identified needs; initiating, planning, executing, management and completion of small to large projects
- Maintain equipment and facilities; diagnose and repair minor equipment issues
- PC and Mac proficiency including but not limited to: MS Office (Excel and Word proficient), Tend (farming app); capacity to quickly learn new applications
- Excellent body composition, grip/arm/leg strength, muscular endurance/flexibility, eye-hand coordination/dexterity; ability to spend up to 100% of working time standing, walking/moving around, regularly bending at the waist, squatting, kneeling, reaching, stooping, pushing, pulling; ability to lift/move up to 50lbs unassisted and work in all weather conditions in order to perform duties