



Demonstration Farm Project Manager - Job Description

Ontario Farmland Trust (OFT) is seeking a dynamic and motivated Project Manager to lead the implementation of a Best Management Practices (BMP) demonstration farm project focused on enhancing soil health and water quality in the Lake Huron watershed. This project is in collaboration with the Ausable Bayfield Conservation Authority (ABCA) and other regional partners and is funded by the Ontario Ministry of Agriculture, Food and Agribusiness (OMAFRA) under the Canada-Ontario Agreement (COA) on Great Lakes Water Quality and Ecosystem Health (COA) and Lake Simcoe Protection Plan.

The Project Manager will be responsible for delivering OFT's project activities at their farm site in Tiverton, Ontario, and engaging with communities across Bruce, Huron, Lambton, and Grey Counties. This is a high-impact opportunity to work at the intersection of agriculture and conservation, supporting water quality improvement and soil health through the adoption of Best Management Practices (BMPs). They will also coordinate a regional Working Group of agricultural, community, and Indigenous partners, support the co-development of BMP demonstration plots, and oversee monitoring, outreach, and evaluation efforts.

The role involves supporting OFT's Farmland Access participants in adopting sustainable farming practices, collaborating with ABCA to learn from the Huronview Demonstration Farm, and contributing to the development of a province-wide guidebook for establishing BMP demonstration farms.

Employment Details

Employment Type: Full-time contract (Sept 2, 2025 - March 31, 2027). The weekly schedule is generally Monday-Friday and 37.5 hours per week. To some degree, OFT can accommodate the need for flexibility in a work schedule. Occasional evening and weekend work may be required.

Salary Range: \$68,000 - \$73,000 + benefits and vacation days.

Location: We are looking for a candidate living within or near Bruce County. They will primarily work from home and is required to be able to participate in video team meetings and maintain an ergonomically correct work station. There will be regular site visits to OFT's farm in Tiverton with additional travel for community engagement, primarily within Bruce, Huron, Lambton, and Grey Counties and some travel to other parts of the province.

To apply: Please submit your cover letter, resume, and references (in one document) to Martin Straathof, martin@ontariofarmlandtrust.ca by August 1, 2025 at 5:00 pm EST. We appreciate all applicants' interest in this opportunity; however, only those selected for an interview will be contacted.



Key Responsibilities

Project Coordination and Implementation

- Lead the planning, implementation, and monitoring of the project at the OFT site in Tiverton.
- Oversee the establishment of three demonstration plots (two BMPs + one control) and ensure their ongoing maintenance and data collection.
- Support baseline assessments of the Tiverton site, including soil and water sampling, to inform BMP selection and coordinate ongoing soil and water quality monitoring to measure project impact.
- Work with OFT staff and Farmland Access participants to ensure that demonstration BMPs are meaningfully integrated into participant farm business plans and operations.

Community Engagement and Working Group Facilitation

- Form and coordinate a Working Group of Indigenous rights holders and non-Indigenous stakeholders, agricultural organizations, and technical experts to advise on BMP selection and community engagement.
- Lead the development of Terms of Reference for the Working Group and ensure meaningful collaboration throughout the project.
- Build and maintain partnerships with project collaborators, including conservation authorities, municipal staff, Indigenous rights holders, and underrepresented farming groups.
- Conduct community consultations with farmers, agricultural organizations, and Indigenous communities to provide input on BMP activities relevant to local needs and help identify barriers to BMP adoption.
- Host BMP knowledge-sharing events, including field days and tours.

Knowledge Translation and Transfer (KTT)

- Co-develop outreach and KTT materials (e.g., displays, newsletters, social media, presentations) with OFT's Communications Coordinator to support learning and BMP adoption.
- Coordinate data collection and track metrics required for reporting such as number of BMPs adopted, KTT event participation, and survey data related to BMP understanding and feasibility.
- Lead the development of a final guidebook and case study resource for establishing BMP demonstration farms in Ontario, drawing on OFT and ABCA's project experience.

Partner Collaboration

- Participate in collaborative learning opportunities with the Ausable Bayfield Conservation Authority at the Huronview Demonstration Farm.



- Shadow ABCA's implementation of sub-surface irrigation BMPs to inform the development of OFT's own demonstration site.
- Incorporate insights and lessons learned from Huronview into OFT's knowledge products and project planning.

Project Administration and Reporting

- Manage project timelines, deliverables, and budget tracking for OFT's portion of the grant.
- Secure and oversee third-party contractors (e.g., soil testers, irrigation system installers).
- Submit project updates and formal reports to OMAFA and OFT's leadership.
- Ensure alignment with agreement requirements and fulfill obligations under the transfer payment agreement.



Required Experience, Skills & Attributes Include:

- Minimum 3–5 years of experience in managing complex, multi-stakeholder projects, preferably in agricultural, conservation, or rural community settings.
- Strong understanding of agriculture, soil health, water stewardship, and sustainable land management practices.
- Proven ability to engage and work with farmers, agricultural organizations, Indigenous rights holders, and underrepresented groups.
- Excellent coordination, facilitation, and communication skills, with the ability to build trust and represent OFT professionally across diverse stakeholder groups.
- Experience facilitating community consultations and coordinating working groups or advisory committees.
- Demonstrated experience preparing and managing budgets, writing clear and compelling reports, and overseeing external contractors.
- Familiarity with Best Management Practices (BMPs), environmental monitoring protocols, and evaluation tools.
- Experience or familiarity with Knowledge Translation and Transfer (KTT) or similar agricultural extension, outreach, or education work.
- Strong writing and editing skills for both technical and public-facing materials.
- Valid driver's license and access to a vehicle for regional travel.
- Strong organizational skills, including the ability to set priorities, develop work plans, meet deadlines, and track data and deliverables.
- Passion for agriculture, farmland protection, land conservation, and making a meaningful contribution to long-term environmental stewardship.
- A collaborative team player with a positive attitude and a commitment to working cooperatively with others.
- Capable of working independently and self-motivated, taking initiative to solve problems and meet project goals.

Additional Assets Include:

- Experience managing projects funded by government or public grant programs, including compliance with reporting and financial requirements.
- Knowledge of or experience with land trusts, conservation easements, and the Canadian Land Trust Standards and Practices.
- Background in environmental science, agroecology, or a related discipline.
- Experience coordinating on-farm research or demonstration sites, and/or using participatory or peer-to-peer learning models.
- Proficiency in basic mapping tools for creating or interpreting site maps.
- Familiarity with soil and water sampling methodologies, including interpreting lab data for agronomic/environmental purposes.



- Comfortable with, and experience in, public speaking and event facilitation, including engaging farm and non-farm audiences at tours, field days, or workshops.