

# MOFGA MFRP Candidate Evaluation Form

Candidate:

Interviewer:

Date:

**Please rate candidate on scale of 1-4 based on whether they hit our bar in each specific must-have:**

- 4 = Solidly meets the bar  
 3 = Yes, with some concerns  
 2 = Evidence points to no  
 1 = Big Red Flag in this area

*NOTE: The numbers are a rough guide – we care more about your impressions, questions, and thoughts on overall fit, particular strengths and/or flags than we do about the numbers themselves; they're just a helpful shorthand. Ultimately, hiring managers will make final decisions weighing various needs and trade-offs.*

**One-sentence profile: A successful Maine Farm Resilience Program candidate is an established farm business needing to redefine, transition or adapt pieces of their business for long-term success, and has the time to fully utilize the resources of the program.**

Must-have (These describe a 4. This is not the highest ideal; it's a description of the fundamentals on the theory that we can teach people beyond this)	1-4	Comments/Examples/Evidence Please note 1-2 examples of what you observed; If you have questions or concerns, include those here
<b>Must-have #1: Enterprises Identified &amp; Scale Considered</b> <ul style="list-style-type: none"> <li>Has identified enterprises</li> <li>Has considered the scale of production needed to meet their lifestyle goals, and has the potential to grow, minimize or maintain scale</li> <li>Has made measurable contributions to Maine's agricultural economy and actively supplies their community and region</li> </ul>		
<b>Must-have #2: Production Experience in Maine &amp; Viable Markets Identified</b> <ul style="list-style-type: none"> <li>Has grown selected enterprises for at least 5 years in Maine</li> <li>Has a set place in the Maine market and may or may not be looking to transition into new sectors</li> <li>Has realistic expectations for what can be accomplished and has plans/has done preparation (ie new marketing opportunities identified, new product lines planned, additional land needs identified, etc)</li> </ul>		
<b>Must-have #3: Demonstrates An Understanding of Risks</b> <ul style="list-style-type: none"> <li>Strong sense of strengths and weaknesses</li> <li>Vision for opportunities, understanding of threats</li> <li>Works to minimize and overcome weaknesses and threats</li> <li>Clearly thinks through opportunities and if they are the right fit</li> <li>Solid foundation of strengths</li> </ul>		
<b>Must-have #4: Long-Term Sustainability</b> <ul style="list-style-type: none"> <li>Financial, ecological, personal, relational</li> <li>What is the farm's 10 -year goal, does it seem sustainable and feasible</li> <li>Vision for retirement and/or succession</li> </ul>		

<b>Must-have #5: Commitment to Sustainable Practices</b> <ul style="list-style-type: none"><li>• Plants are not exposed to conventional pesticides/herbicides</li><li>• Soil is conserved</li><li>• Livestock is raised humanely, with outdoor access</li><li>• Expresses an interest in pursuing organic practices</li></ul>		
<b><u>Other comments</u></b>		
<b>Overall recommendation:</b>		