

Field and Farm Stand Crew May-October

Small Farm is a 4 acre mixed vegetable, berry, and cut flower farm run by Elena and Karl. We use low and no-till methods to plant intensively for our three-season CSA, four-season farm stand, 2 farmers markets, and wholesale accounts. We are a for-profit farm with a mission to:

- Increase the seasonal availability of fresh produce in our area, and create excitement around healthy food
- Carefully steward the 20 acre property, using thoughtful growing practices to improve soil health and host a biodiverse environment of plants, wildlife, and insects
- Operate a sustainable business, creating jobs that provide healthy wages and learning opportunities for employees
- Create a supportive space where our community can interact with each other and the natural world

Work culture:

At Small Farm, all positions take part in every aspect of crop production. We are transparent about our production and financial plans, in order to provide staff useful tools for starting their own farm businesses or growing an enterprise at Small Farm.

We strive to create a welcoming environment for all, and are an equal opportunity employer. All qualified applicants with a genuine interest in learning about farming and a strong work ethic will receive consideration for employment without regard to race, creed, color, religion, or sex including sexual orientation and gender identity, national origin, disability, protected Veteran Status, parenting status, or any other characteristic protected by applicable federal, state, or local law.

Job Description:

The Field and Farm Stand Crew member will assist with all aspects of crop production, including propagation in the greenhouse, watering, field preparation, fertilizing, planting, irrigation, trellising, harvesting, wash/pack, creating attractive displays in the farm stand and restocking, and customer service in the farm stand.

Qualifications:

We seek team members who will be an excellent fit with our crew, and will find the position at Small Farm helpful for fulfilling their own goals.

You:

- Are interested in expanding your knowledge and experience about farm systems
- Are self-motivated and have a positive attitude
- Love being outside, even in extreme weather. You know how to dress to stay

warm/dry/cool!

- Are able to bend, turn, carry, and lift 50 lbs repeatedly
- Are able to maintain a harvest position (squatting or bending) for a full morning
- Feel comfortable communicating your needs
- Receive constructive feedback well
- Understand the need for speed and efficiency, and actively seek ways to improve
- Enjoy working with customers (our customers are *really* nice, can't stress that enough!)
- Have experience with customer service
- Are organized, punctual, and have reliable transportation to the farm
- Are willing to follow farm COVID-19 protocol (we require vaccination and up-to-date boosters unless restricted by health or religious beliefs. We follow CDC guidelines for isolating/quarantining/masking)

Schedule:

For the right candidate and depending on farm's success, additional hours and an extended season may be available

Length of position is April 30 -October 22

May: Wednesday 8:00-12:00, Thursday 8:00-12:00, Friday 8:00-12:00, Sunday 8:00-4:00

June-September: Monday 7:00-12:00, Tuesday 7:00-12:00, Wednesday 11-7:30, Thursday 7-12:00, Friday 7-12:00

October: Wednesday 11-7:30, Friday 7-12:00

Compensation:

\$16/hour, vegetable CSA share during CSA weeks worked, 25% employee discount on farm stand purchases, up to 40 hours paid wellness leave, workers' compensation, and enrollment in our retirement benefits program.

Compensation from this position qualifies for MassHealth or (in combination with other employment) ConnectorCare plans—excellent Massachusetts plans that have zero deductible. We are happy to provide assistance applying for health insurance through the MA Health Connector.